

United Healthcare Workers – West

**SEIU-
UHW**

United Healthcare Workers West

COLLECTIVE BARGAINING AGREEMENT



KAISER PERMANENTE®

Northern and Southern California

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

EFFECTIVE THROUGH SEPTEMBER 30, 2016

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INTRODUCTORY LETTER

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

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

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

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

How to Read Our Contract.

1. **National Agreement.**

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

2. **SEIU Cross-Regional Master Agreement.**

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

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

3. **Regional Provisions.**

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

ARTICLE VII PAID LEAVES

Section 1. Holidays

A. NORTHERN CALIFORNIA REGION—Holiday Provisions

B. SOUTHERN CALIFORNIA REGION—Holiday Provisions

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

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

4. **Provisions in Common.**

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

5. **Provisions for Dietitians.**

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

AGREEMENT

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

WITNESSETH:

The parties hereto have agreed as follows:

100 **ARTICLE I – PURPOSE**

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

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

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

104 A. **Treatment of One Another.**
That ethical and fair treatment of one another is an integral part of providing high quality patient care.

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

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

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

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

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

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

111 **ARTICLE IV – RECOGNITION**

112 **SECTION 1 – RECOGNITION**

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

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

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

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

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

descriptions in Attachment 1 and the descriptions contained in a local agreement, the descriptions in the local agreement shall control.

118 **SECTION 2 – JURISDICTION**

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

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

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

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

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

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

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

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

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

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

126 **SECTION 5 – UNION LEADS**

127 A. **Union Leads Defined.**

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

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

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

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

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

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

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

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

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

143 **SECTION 7 – JOB DESCRIPTIONS**

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

146 **SECTION 8 – SUBCONTRACTING**

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

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

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

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

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

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

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

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

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

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

155 3. **Contracted Housekeeping Services.**

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

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

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

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

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

161 **ARTICLE V – UNION MEMBERSHIP**

162 A. **Union Membership.**

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

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

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

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

165 **SECTION 1 – DUES AUTHORIZATION**

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

167 **SECTION 2 – REMITTANCE OF DUES**

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

169 **SECTION 3 – COPE CHECK OFF**

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

171 **SECTION 4 – EMPLOYER INDEMNIFICATION**

172 The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that shall arise out of or by reason of any action that shall be taken by the Employer for the purpose of complying with the

foregoing provisions of this Article, or in reliance on any list or certificate which shall have been furnished to the Employer under any of such provisions.

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

174 **SECTION 1 – SAFE WORKING CONDITIONS**

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

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

176 B. **Work Assignments.**

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

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

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

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

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

179 **SECTION 2 – WORKLOAD DISTRIBUTION**

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

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

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

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

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

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

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

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

186 **ARTICLE VIII – DISCRIMINATION**

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

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

189 **ARTICLE IX – NEW EMPLOYEES**

190 **SECTION 1 – PROBATIONARY EMPLOYEES.**

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

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

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

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

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

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

203 **ARTICLE X – CATEGORIES OF EMPLOYEES**

204 **SECTION 1 – REGULAR BENEFITED EMPLOYEES**

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

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

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

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

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

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

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

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

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

210 C. **Temporary Employee.**

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

211 **SOUTHERN CALIFORNIA REGION Temporary Assignments.**

212 1. **Employer's Request for Extension.**
The Employer may request an extension of the temporary assignment beyond the three (3) months and the Union will not unreasonably deny the request.

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

214 **SECTION 3 – ACCRUAL OF BENEFITS**

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

216 A. **Accrual for Regular Part-Time Employees Working Additional Hours.**
Regular Part-Time Employees shall accrue benefits at a greater rate than their status based on additional hours worked and paid.

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

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

219 1. **Definition of Service Credit.**
Service credit applies to benefit levels and wage placement that are determined by compensated hours.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

235 **SECTION 6 – ALTERNATE COMPENSATION PROGRAM**

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

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

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

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

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

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

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

241 3. **Obligations Not Associated with the Assignment of Additional Hours.**

The assignment of additional hours shall not require the Employer to: split the additional hours among two (2) or more Employees; pay overtime as a result of such assignment; or change the Employee's normally assigned work schedule.

242 B. **SOUTHERN CALIFORNIA REGION Distribution Procedure.**

243 1. **Distribution of Additional Intermittent Work Hours.**

Additional intermittent work hours shall be offered, based on seniority, to Employees who are interested in working additional hours in the following order:

244 a.) **Cancelled Full-Time Employees – Same Department /Same Classification.**

Full-time Employees in the same department and classification who, due to cancellation, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such Employees have been made whole.

245 b.) **Cancelled Part-Time, Limited Part-Time Employees – Same Department/Same Classification.**

Part-Time, Limited Part-Time Employees in the same department and classification who, due to cancellation, did not work their regularly scheduled hours (for which they were hired) in the pay period, until such Employees have been made whole.

246 c.) **Cancelled Full-Time Employees – Same Department/ Different Classification.**

Qualified Full-Time Employees in the same department, but different classifications, who, due to cancellation, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such Employees have been made whole.

247 d.) **Cancelled Part-Time, Limited Part-Time Employees – Same Department/Different Classification.**

Qualified Part-Time, Limited Part-Time Employees in the same department, but different classifications, who, due to cancellation, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such Employees have been made whole.

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

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

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

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

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

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

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

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

271 A. **NORTHERN CALIFORNIA REGION.**

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

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

274 3. **Service Date Commencement.**

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

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

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

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

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

302 **ARTICLE XI – HOURS OF WORK**

303 **SECTION 1 – INTENT OF ARTICLE**

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

304 **SECTION 2 – NORMAL WORK WEEK**

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

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

306 B. **Waiver.**

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

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

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

308 **SECTION 3 – SCHEDULES**

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

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

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

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

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

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

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

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

315 **SECTION 4 – WEEKENDS OFF**

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

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

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

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

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

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

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

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

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

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

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

322 **SECTION 5 – MANDATORY MEETINGS**

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

324 **SECTION 6 – MEALS**

325 A. **Current Practice.**

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

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

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

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

330 A. **Rest Periods.**

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

332 B. **Meal Periods.**

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

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

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

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

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

342 **SECTION 8 – UNIFORMS**

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

344 **SECTION 9 – REPORTING PAY**

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

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

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

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

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

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

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

349 4. **Exclusions.**

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

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

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

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

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

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

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

356 2. **Two Hour Guarantee.**

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

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

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

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

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

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

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

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

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

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

- 365 3. **Premium Pay As Rest Time.**
Time for which any premium pay is paid shall count as rest time for
purposes of this paragraph.
- 366 4. **Conditions Beyond the Employer's Control.**
This Paragraph is waived if conditions beyond the Employer's
control and/or acts of God so require the services of the Employee.

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

- 368 A. **Prohibition of Rotating Shift Positions.**
Effective February 5, 2002, there will be no expansion of rotating shifts.
No new/additional rotating shifts will be created either by posting,
scheduling or changing a current shift.
- 369 1. **Rotating Shift Positions Will Not Be Posted.**
As of June 5th 2002, and thereafter, no positions will be posted that
include a rotating shift (even if the posting is to replace a vacancy in
what was previously or what is currently a position which includes
rotating between day, evening and night shift).
- 370 2. **Written Request for Waiver.**
This agreement is not intended to preclude an Employee from
initiating a written request to work such a shift and with the mutual
agreement of management and the Union, such a shift may be
scheduled.

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

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

- 373 A. **Intent**
This Article is intended to provide the basis for calculation of and payment
for overtime and allowed time and shall not be construed as a guarantee
of hours of work per day or per week or days of work per week.
- 374 B. **Definition of Terms.**
- 375 1. **“Payroll Week”**
“Payroll Week” as used in this Article shall mean and consist of the
seven (7) day period beginning at 12:01 a.m., Sunday, or at the
shift changing hour nearest that time.

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

377 C. **Overtime Rates.**

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

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

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

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

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

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

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

- 385 3. **Vacation.**
 In instances where there is a combination of vacation and work on
 a prescheduled basis, vacation hours shall count as hours worked
 in determining eligibility for weekly overtime.
- 386 4. **Bereavement Leave.**
 Pay for such leave shall be calculated in the same manner as that
 for paid sick leave.
- 387 5. **Jury Duty.**
 Pay for work which was not performed shall be included in the
 hours worked for the purposes of calculating daily or weekly
 overtime.
- 388 E. **Non-Duplication of Overtime.**
 Payment of overtime rates shall not be duplicated for the same hours
 worked under any of the terms of this Agreement, and to the extent that
 hours are compensated for at overtime rates under one provision, they
 shall not be counted as hours worked in determining overtime under the
 same or any other provisions.

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

- 390 A. **Purpose.**
 Subsections A through I of this Article are intended to provide the basis for
 calculation of and payment for overtime and allowed time only.
- 391 B. **Definition of Terms.**
- 392 1. **“Week” Defined.**
 “Week,” as used in this Article, shall mean and consist of the seven
 (7) day period beginning at 12:01 a.m., Monday or at the shift
 changing hour nearest that time. In the event the Employer desires
 to commence the workweek on Sunday instead of on Monday, the
 Employer will notify the Union. It is understood that such
 modifications shall be solely for the purpose of achieving every
 other weekend off scheduling.
- 393 2. **“Day” Defined.**
 “Day,” as used in this Article, shall mean and consist of the twenty-
 four (24) hour period beginning at the time the Employee
 commences work.
- 394 3. **“Overtime Rates” Defined.**
 “Overtime Rates,” as used in this Article, shall mean the rates for
 the overtime hours worked as provided in Section E of this Article.

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

- 403 5. **Work Performed on the 6th Consecutive Day.**
All work performed on the sixth (6) consecutive day of work shall be paid for at the overtime rate of one and one-half (1 ½) times the straight time hourly rate, except when such schedule results from the request of the Employee.
- 404 6. **Work on the 7th Day of Workweek.**
All work performed on the seventh (7th) consecutive day of work within a workweek shall be paid at double time (2).
- 405 7. **Employer Will Not Require Work Beyond 6 Days.**
The Employer shall not require Employees to work beyond six (6) consecutive days.
- 406 8. **Employer Will Not Request Employees to Waive Rights.**
The Employer shall not request that Employees waive their rights.
- 407 9. **Where Overtime is a Chronic Problem.**
In departments where required overtime is identified as a chronic problem, the Employer will review the staffing patterns and will take whatever measures are necessary consistent with patient care and operational needs which may include the recruitment and/or training of adequate staff to minimize the use of required overtime.
- 408 10. **Employees Asked to Work on Their Day Off.**
Employees who are asked to work on their day off shall be informed at such time as to whether there will be any further change in their schedule should they accept such work. This provision will not apply to Employees on standby status.
- 409 F. **Rotation of Overtime – Mandatory Overtime**
- 410 1. **Rotation.**
Overtime shifts, scheduled and unscheduled, will be rotated within departments (Employer designated) and classifications equitably, except as precluded by Article XI, Hours of Work, Section 3, Schedules, paragraph 308.
- 411 2. **Employee's Election Not to be on Rotation.**
An Employee may choose not to be on the rotation of overtime shift list and should so notify the supervisor in writing on a specific form agreed to by the parties and supplied by the Employer, which shall be posted.

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

419 **ARTICLE XIII – WAGES**

420 **SECTION 1 – WAGES**

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

422 1. **Schedule of Wages.**

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

423 2. **Premium Employees.**

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

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

425 1. **Schedule of Wages.**

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

426 2. **Longevity.**

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

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

432 **SECTION 2 – TENURE STEP PROGRESSION**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

473 **SECTION 5 – FLOAT DIFFERENTIAL**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

488 1. **Standby Distribution.**

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

490 b.) **No Volunteers.**

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

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

500 e.) **“Call Back Work” Defined.** “Call Back Work” is defined as a call for an Employee who has left the premises to return to perform work of an indefinite duration but shall not be work performed continuous with his/her daily work schedule.

501 f.) **Calculation of Overtime.**
Pay under this section for work which was not performed shall not be included in hours worked during the payroll day or payroll week for the purpose of calculating overtime and likewise, shall not be paid for at overtime rates.

502 B. **SOUTHERN CALIFORNIA REGION Standby and Call-Back Provisions.**

503 1. **Standby Pay.**
Employees on standby status will be paid one-half (½) their regular hourly rate of pay, up to a maximum of \$12.00 for each hour spent on standby status.

504 2. **Distribution of Standby.**
Standby assignments will be distributed among the Employees in the department. Volunteers may replace Employees who want to give up their assigned standby hours. Volunteers will be accepted in seniority order.

505 3. **Minimum Hours Guaranteed.**
Actual work time shall begin when the Employee arrives at the Hospital or Medical Center where he/she was called and shall end when the Employee leaves work. In any event, the Employee shall be guaranteed a minimum of two (2) hours work each time he/she is called in.

506 4. **Pay When Called Back to Work While on Standby.**
An Employee on standby shall receive time and one-half (1½) his/her regular rate of pay when called back to work and double time and one-half when called back to work on a holiday. Such rate shall apply for all hours actually worked or guaranteed. During the time the Employee receives time and one-half (1½) he/she will cease receiving the standby pay.

507 **SECTION 7 – BILINGUAL PAY**

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

509 1. **Purpose.**

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

510 2. **LMP Process.**

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

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

512 a.) **Job Description.**

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

513 b.) **Ongoing Review.**

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

514 c.) **Intent.**

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

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

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

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

531 **SECTION 8 – SHIFT PREMIUMS**

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

533 1. **Shift Definitions.**

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

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

536 2. **Shift Premiums.**

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

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

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

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

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

539 1. **Shift Definitions.**

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

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

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

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

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

543 **SECTION 9 – SPLIT SHIFTS**

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

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

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

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

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

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

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

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

552 B. **Ineligibility.**

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

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

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

556 **SECTION 11 – MILEAGE**

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

558 **ARTICLE XIV – JOB RECLASSIFICATION PROCESS**

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

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

561 1. **Process Initiation.**

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

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

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

563 3. **Recommendation for Reclassification.**

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

564 4. **Denial of Recommendation.**

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

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

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

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

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

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

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

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

571 **ARTICLE XVI – SENIORITY**

572 **SECTION 1 – DEFINITION OF SENIORITY**

573 A. **Bargaining Unit.**

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

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

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

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

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

576 B. **Seniority Lists.**

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

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

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

578 D. **Seniority Tiebreaker.**

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

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

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

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

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

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

583 B. **Posting Requirements.**

584 Postings for any vacancy shall include the following information:

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

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

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

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

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

606

6. **Order of Application.**

607

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

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

608

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

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

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

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

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

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

630 1. The position represents a promotion;

631 2. The position provides an increase in hours (status);

632 3. The Employee is awarded a position, fails to qualify for the position during the evaluation period, and is returned to his/her former position;

633 4. The Employee's hours have been reduced by the Employer; or

634 5. The only option for filling the vacancy is an outside applicant.

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

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

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

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

639 A. **“Permanent/Indefinite Layoff/Reduction in Hours” Defined.**

A permanent/ indefinite layoff is defined as a reduction in force or hours resulting in status change of more than thirty (30) days.

640 B. **Notice of Permanent/Indefinite Layoff/Reduction in Hours.**

The Employer will provide the Employee and the Union with no less than sixty (60) days written notice of a decision to permanently or indefinitely layoff or reduce hours of Regular and Limited Part-Time Employees.

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

642 1. Identify positions to be eliminated.

643 2. Verify the seniority of affected Employees.

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

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

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

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

648 D. **Alternatives to a Permanent Layoff/Reduction in Hours.**

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

649 E. **Employee Support and Assistance.**

The Employer will exercise its best efforts to assist laid off workers in securing employment within Kaiser Permanente.

650 **SECTION 5 – FORCE REDUCTION.**

651 A. **Seniority.**

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

652 B. **Order of Layoff.**

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

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

654 1. **Step One.**

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

655 2. **Step Two.**

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

656 3. **Step Three.**

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

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

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

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

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

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

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

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

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

676 b.) An Employee placed in a position on a different shift, status or former classification in Step 3 or Step 4 shall have rights to return to his/her former shift, status and classification (within the Medical Center Area/Facility), under the recall rights provisions of the “recall” period. If an Employee rejects the open position, then the Employee will be taken off the recall list. This provision shall apply only to Employees displaced after the effective date of this Agreement.

677 c.) A laid off Employee may refuse a job offer and retain full recall rights if the job is not comparable in status, shift and classification to his/her former position at the time of layoff and not within the Medical Center Area/Facility. Additionally, a laid off Employee who accepts a job that is not comparable shall retain recall rights for the remaining term back to a comparable status, shift, and classification within his/her Medical Center Area/Facility at the time of layoff.

678 d.) Employees on reduced status due to a layoff from their former position shall be called for available hours in their department by seniority until they have reached the hours they would have worked had they retained their former status.

679 9. **Application of Reduction in Force Procedure and Alternate Arrangements.**

The parties recognize that reductions in force are extremely serious matters and that even well intentioned procedures may result in unintended applications. Therefore, the parties agree to communicate and meet during any application of the procedure to ensure its correct application to Employees. Nothing contained herein shall prevent the parties from mutually agreeing to alternate arrangements or modifications to the procedures in a specific reduction in force, should the need arise.

680 10. **Bidding Rights of Laid Off Employees.**

A Regular or Limited Part-Time Employee who has been laid off from a Department or whose status has been changed due to a reduction in force as defined in Section 4 – Workforce Adjustments and Transitions, A. Permanent/Indefinite Layoff/Reduction in Hours, shall retain bidding rights in the Department, Medical Center/Facility, Service Area (Southern California only), and Region for the following periods of time, whichever occurs first:

681 a.) For twelve (12) months; or

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

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

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

687 **SECTION 6 – DAILY CANCELLATIONS**

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

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

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

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

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

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

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

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

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

702 **ARTICLE XVII – PAID LEAVES**

703 **SECTION 1 – HOLIDAYS**

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

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

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

706 2. **Birthday Holiday.**

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

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

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

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

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

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

737 B. **SOUTHERN CALIFORNIA REGION Holiday Provisions.**

738 1. **Designated Holidays.**

An Employee shall be eligible for designated paid Holidays. The following days shall be observed as designated paid Holidays:

New Year's Day (January 1st);
Memorial Day (last Monday in May);
Independence Day (July 4th);
Labor Day (first Monday in September);
Thanksgiving Day (fourth Thursday in November);
Christmas Day (December 25th).

739 a.) **Religious Holiday.**

In addition, each year, Employees may request and be granted one (1) religious holiday of their choice, using a Life Balance Day or without pay, at the Employee's option.

740 b.) **Notice of Holiday Scheduling.**

The Employer shall provide all Employees with a four (4) week notice regarding the scheduling of all designated holidays.

741 2. **Major Holidays.**

All Employees shall receive at least one (1) of the following three (3) holidays off unless an individual Employee specifically requests that he/she be allowed to work all of them: New Year's Day, Thanksgiving Day, Christmas Day.

742 3. **Holidays Observed.**

All designated holidays will be observed on the actual calendar day, and all conditions and benefits applying to such holiday will be in effect on that day. However, in the event the Employer closes any of its facilities/departments on the Friday preceding a Saturday holiday or on a Monday following a Sunday holiday, then the Friday or Monday will be designated as a holiday for those Employees who do not work either the actual holiday or the designated holiday.

743 4. **Holidays Falling on Paydays.**

When a payday falls on any holiday, Employees shall be paid on the day immediately preceding the holiday.

744 5. **Seniority in Holiday Scheduling.**

An Employee who is normally scheduled to work on a day on which a designated holiday falls may not be displaced by a more senior Employee or any other Employee. Employees on a unit and shift

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

745 6. **Designated Holiday Premiums.**

746 a.) No deduction shall be made from the pay of Employees for the observance of the holidays listed above, and compensation for work performed on said holidays shall be at two and one-half (2-½) times the appropriate regular rate of pay.

747 b.) Notwithstanding the above, Employees may request to be paid one and one-half (1-½) times the appropriate regular rate of pay with another day off to be taken within the thirty (30) day period before or after the holiday with pay at straight time. Such request shall be granted.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

768 **SECTION 3 – VACATION**

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

770 1. **Vacation Accrual Rate.**
All Regular Full-Time Employees with the applicable continuous years of service with the Employer shall accrue vacation hours on a monthly basis in accordance with the following schedule:

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

771 2. **Vacation Pay.**

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

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

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

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

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

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

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

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

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

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6. **Vacation Cash Out (“VCO”).**

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

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7. **Call-Back.**

In the event an Employee is called back to work while on vacation, he/she shall be paid at time and one-half (1-½) in addition to his/her vacation pay.

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8. **Radiologic Technologist Special Compensation.**

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

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

788 1. **Vacation Eligibility Date.**

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

789 2. **Vacation Accrual Schedule.**

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

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

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

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

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

792 4. **Vacation Pay.**

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

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

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

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

809 **SECTION 4 – SICK LEAVE.**

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

811 1. **Accumulation.**

- 812 a.) **Rate of Accrual.**
Each Regular Employee shall accumulate one (1) day's sick leave with pay for each calendar month of employment. After completion of the fourth (4th) year of employment each Regular Employee shall accumulate one and one-fourth (1¼) days of sick leave with pay for each calendar month of employment. An Employee shall not be entitled to sick leave

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

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

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

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

821 e.) **Inpatient/Outpatient Mental Health Treatment.**
Sick leave shall be applicable not only as described elsewhere in this Article, but also for mental health treatment as an in-patient and/or outpatient in an accredited institution.

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

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

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

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

- 826 6. **Return From Sick Leave.**
Employees returning from paid sick leave shall be returned to their jobs, and any Employee sent home after such return on the grounds that his/her position has been filled shall be paid his/her regular pay for the time lost; provided, however, for absence of one (1) work week or less, Employees shall furnish notice of their readiness to return to work by 2:00 p.m. of the work day prior to their return and for absences of more than one (1) work week they shall furnish forty-eight (48) hours' notice of their readiness to return to work. The Employee must also, if requested, supply certification by a physician on the staff of the Employer of their physical fitness to perform the work required. Delays occasioned by the Employer's failure to provide such examination shall extend the period of eligibility for sick leave.
- 827 7. **Employee Requests for Data.**
Data concerning an Employee's sick leave accrual will be supplied by his/her supervisor upon request.
- 828 B. **SOUTHERN CALIFORNIA REGION Sick Leave Provisions.**
- 829 1. **Paid Sick Leave.**
- 830 a.) **Rate of Accrual.**
Each Full-Time Employee shall be entitled to receive fifteen (15) sick days with pay per year accumulated monthly at the rate of ten (10) hours per month. Payment of Sick Leave benefits shall commence with the first day of any illness, hospitalization, injury or medical appointments.
- 831 b.) **General Sick Leave Provisions.**
There shall be no limit on sick leave accumulation. Paid sick leave shall not be considered an interruption of continuous service. Sick leave shall not be considered as time worked for purposes of computing overtime. Sick leave pay shall not include an Employee's regular shift differential. Certification by a physician or visiting nurse duly authorized by the Employer may be required whenever it appears to be justified.

- 832 c.) **Pregnancy.**
- 833 i.) The Employer agrees to treat absences due to the disability of Employees with pregnancy, childbirth or related medical conditions in the same manner as absences resulting from other temporary medical disabilities.
- 834 ii.) If, at the commencement of, or during, the leave related to pregnancy, the Employee submits a physician's verification of disability, paid sick leave will commence. All fringe benefits will continue during paid sick leave as if the Employee were actively at work. Sick leave pay will continue until exhausted, or the Employee is no longer disabled, whichever occurs first. The Employee may then apply for an unpaid leave.
- 835 d.) **Medical and Dental Appointments.**
- 836 i.) Accrued sick leave may be used for routine personal medical appointments provided that the Employee gives his/her supervisor at least ten (10) days advance notice of the appointment. If, however, the facility cancels or requests a change in the Employee's appointment or an emergency occurs, the ten (10) days notice requirement shall be waived. Additionally, accrued sick leave may be used for emergency dental and emergency optical appointments. The ten (10) days notice requirement may also be waived in any instance where there is mutual consent of the Employee and the supervisor.
- 837 ii.) The Employer agrees to expedite doctor's appointments for Employees who become ill while on duty. In addition, the Employer agrees to expedite optical appointments for laboratory/cytology Employees routinely required to use a microscope.
- 838 iii.) When Employees are directed by their supervisor to see a physician while at work, they shall be paid at their regular rate of pay for the time it takes to fulfill such request provided the attending physician determines the Employee may return to work. However, if the physician determines the Employee is unable to return to work said time will be deducted

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

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

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

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

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

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

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

855 **SECTION 5 – EDUCATION**

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

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

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

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

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

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

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

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

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

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

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

883 C. **Education and Training.**

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

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

885 A. **Pay.**

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

886 B. **Adjustment of Schedule.**

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

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

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

889 **SECTION 7 – BEREAVEMENT LEAVE.**

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

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

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

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

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

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

896 **ARTICLE XVIII – LEAVES OF ABSENCE**

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

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

908 b.) If an Employee takes a medical leave of absence, returns to
work for a period of at least ninety (90) days, then returns to
medical leave of absence status, the leave is treated as a
new leave of absence subject to the maximum limit.

909 I. **Benefits While on Medical Leave.**

Health Plan Coverage (including vision benefits, Mental Health Coverage and prescription drug), Dental Plan and Group Life Insurance Coverage will be continued at the Employer's expense as follows:

910 1. **NORTHERN CALIFORNIA REGION Duration of Benefits.**

During the first thirty (30) days of approved Medical Leave of Absence.

911 2. **SOUTHERN CALIFORNIA REGION Duration of Benefits.**

During the entire period of an approved Medical Leave of Absence provided three (3) calendar months have elapsed between incidents of application.

912 J. **Workers' Compensation.**

913 1. **Request and Physician Certification.**

Employees will be provided an Occupational Injury or Illness Leave of Absence. Employees filing for an Occupational Injury or Illness Leave of Absence must complete a leave of absence request form and must also furnish a physician's certification setting forth the necessity for such a leave and the anticipated duration of the leave. Physician recertification will be required at the expiration of each previous certification for continued eligibility.

914 2. **Return without Medical Restrictions.**

The Employer will place Employees released to return to work from an Occupational injury or illness without medical restrictions, in their former position at their regular rate of pay as soon as reasonable, not to exceed seven (7) days.

915 3. **Return with Medical Restrictions.**

The Employer will place Employees released to return to work from an Occupational injury or illness on a temporarily restricted basis, in their former job, provided the Employee can perform the essential functions of the job with or without reasonable accommodations.

916 4. **Return with Permanent Restrictions.**

The Employer will place Employees released to return to work from an Occupational injury or illness on a permanently restricted basis, in their former job (if it is available) or a comparable job (which may

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

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

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

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

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

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

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

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

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

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

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

936 **ARTICLE XIX – BENEFITS**

937 **SECTION 1 – INSURANCE BENEFITS.**

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

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

940 1. **Health Insurance.**

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

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

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

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

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

943 c.) **Eligible Dependents.**

Eligible dependents are defined as follows:

944 i.) Spouse or Eligible Domestic Partner

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

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

947 d.) **Ineligible Dependents.**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

967 1. **Health Plan Coverage.**

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

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

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

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

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

971 b.) **Health Plan Coverage for Retirees.**

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

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

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

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

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

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

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

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

977

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

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

978

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

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

979

f.) **Health Plan Changes.**

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

980

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

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

981

2. **Dental Plan.**

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

982

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

983

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

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

984

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

985

3. **Life Insurance.**

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

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

986

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

987

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

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

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

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

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

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

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

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

995 **SECTION 2 – PENSION**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1043 **SECTION 4 – INCOME PROTECTION**

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

- 1045 B. **Minimum Benefit.**
- 1046 1. **NORTHERN CALIFORNIA REGION.**
The benefit will be equal to either fifty percent (50%) of the Employee's base wages, sixty percent (60%) if integrated with a statutory plan (e.g. State Disability Insurance, Workers' Compensation, etc.) or one hundred (100%) if the Employee is on an approved rehabilitation program.
- 1047 2. **SOUTHERN CALIFORNIA REGION.**
The benefit will be equal to either fifty percent (50%) of the Employee's base wages, sixty percent (60%) if integrated with a statutory plan (e.g. State Disability Insurance, Workers' Compensation, etc.) or seventy percent (70%) if the Employee is on an approved rehabilitation program.
- 1048 If the Employee is part-time, the benefits will be prorated according to the Employee's scheduled hours. The minimum integrated benefit for full time Employees (prorated for part-time employees) provided by the program during the first (1st) year of disability will be one thousand dollars (\$1,000.00) per month.
- 1049 C. **Benefit for Employees with Fewer than Two (2) Years of Service.**
Employees with fewer than two (2) years of service will receive the benefit commencing upon the exhaustion of his/her Sick Leave or eligibility for State Disability Insurance (i.e. the first [1st] day of hospitalization or eighth [8th] day of illness/injury), whichever occurs later, and will continue to receive the benefit for up to one (1) year from the date of disability with continued medical certification.
- 1050 D. **Benefit for Employees with Two (2) or More Years of Service.**
- 1051 1. **NORTHERN CALIFORNIA REGION.**
Employees with two (2) or more years of service will receive the benefit commencing three (3) months from the date of disability and will continue to receive the benefit for up to five (5) years from the date of disability with continued medical certification.
- 1052 2. **SOUTHERN CALIFORNIA REGION.**
Employees with two (2) or more years of service will receive the benefit commencing upon the exhaustion of Sick Leave or three (3) months from the date of disability, whichever occurs later, and will continue to receive the benefit for up to five (5) years from the date of disability with continued medical certification.

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

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

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

1056 A. **Union Staff Representatives.**

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

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

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

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

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

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

1060 4. **Union Representative Badge.**

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

1061 5. **Conferring With Employees.**

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

- 1062 B. **Union Shop Stewards.**
- 1063 1. **Notice of Names of Authorized Stewards.**
Periodically, the Union will notify the Employer in writing the names of the duly authorized Union Shop Stewards.
- 1064 2. **No Discrimination.**
The Employer agrees that there will be no discrimination against the Shop Steward because of Union activity.
- 1065 3. **Leaving Work Area to Conduct Union Business.**
Shop Stewards will obtain permission from their immediate supervisor before leaving their work area to conduct Union business. Stewards shall not lose pay because of their participation in activities related to grievances, investigations or disciplinary meetings.

1066 **SECTION 2 – CONTRACT SPECIALIST**

- 1067 A. **Implementation of Position.**
In conformance with the criteria, procedures and timelines established by the National Agreement, the Employer will implement the Contract Specialist position.
- 1068 B. **Appointment by Union.**
Contract Specialists are appointed and directed by the Union’s Director of the Kaiser Division. The Employer may provide input in the selection process but the decision as to who is appointed will rest with the Union’s Director of the Kaiser Division.
- 1069 C. **Role of Contract Specialist.**
Primarily, the role of the Contract Specialist is to assist stewards in the administration of the Collective Bargaining Agreement at the direction of the Union, including but not limited to processing grievances, training stewards, attending investigatory meetings etc., thus assisting stewards to participate more fully in Labor/Management Partnership activities. The position of Contract Specialist is not intended to replace the role of the stewards.
- 1070 D. **Pay and Term of Service.**
The Contract Specialist is paid by the Employer at straight time for lost time at his/her current rate of pay and continues to be eligible for all benefits and wage increases, but will not receive overtime for work related to Union activities. In order to provide as many stewards the opportunity to participate in this program during the term of the current Collective Bargaining Agreement, a Contract Specialist will serve in this capacity up

to a maximum of one (1) un-renewable term of twelve (12) months and then must return to his/her former position.

1071 **SECTION 3 – BULLETIN BOARDS**

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

1073 **SECTION 4 – UNION LEAVE**

1074 A. **Unpaid Leave.**

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

1075 B. **Notice.**

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

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

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

1077 **ARTICLE XXI – DISCIPLINE AND DISCHARGE**

1078 **SECTION 1 – GENERAL PRINCIPLES**

1079 A. **Just Cause.**

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

1080 B. **Request for Representation.**

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

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

1085 **SECTION 2 – PERFORMANCE EVALUATIONS**

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

1090 **ARTICLE XXII – DISPUTES**

- 1091 A. **Work Stoppages.**
The Employer and the Union realize that the Employer's facilities are different in their operations from industries because of services rendered to the community and for humanitarian reasons, and agree that there shall be no lockouts on the part of the Employer, nor suspension of work on the part of the Employees, it being one of the purposes of this Agreement to guarantee that there will be no strikes, lockouts or work stoppages.
- 1092 B. **All Disputes Under Scope of Agreement Settled in Grievance Procedure.**
All disputes in other matters of controversy coming within the scope of this Agreement will be settled by the procedure hereinafter provided.

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

1094 **SECTION 1 – GENERAL PRINCIPLES**

- 1095 A. **Basic Means of Settling Grievances.**
The parties agree to the following to support the joint goal of resolving grievances within ninety (90) days:
- 1096 The following procedure shall be applied and relied upon by both parties as the basic means of seeking adjustment of and settling grievances. "Grievance", as referred to in this Article, includes every dispute concerning interpretation and application of this Agreement and/or any dispute concerning wages, hours, or working conditions. All such disputes shall be subject to the grievance procedure.
- 1097 B. **Time Limits.**
- 1098 1. Except for grievances alleging errors in wages, benefits errors, or discharge, each grievance arising under this Agreement shall be presented to the appropriate party within thirty (30) calendar days after the grievant had knowledge of the event or should have had knowledge of the event. All discharge grievances shall be referred immediately to Step One of this procedure within ten (10) calendar days from the date of the discharge. Any grievance not timely filed is deemed waived by the aggrieved party.

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

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

- 1111 B. **Step Two.**
All issues that are not resolved at Step One may be appealed to Step Two within ten (10) calendar days. An appeal to Step Two shall be submitted in writing as a formal grievance after either party feels the issue(s) cannot be resolved at Step One in a timely manner. The parties shall attempt to resolve the grievance within ten (10) calendar days after the appeal is received. If the parties are unable to resolve the grievance within these time limits, a grievance response shall be given within ten (10) calendar days thereafter. Participants in Step Two should include the Employee(s), the Union Representative, the Employer Designees, and the Regional Labor Relations representative. The parties agree that there will be scheduled monthly dates for Step Two hearings (regional level) for each facility. The parties will meet within sixty (60) days to confirm dates for each facility.
- 1112 C. **Step Three – Arbitration.**
In the event the grievance remains unresolved, the grieving party may appeal the grievance to arbitration. Written notice of such appeal must be received by the Director of Labor Relations or designee within ten (10) calendar days after receipt of the Step Three response. No grievance shall be appealed to arbitration without first being processed through the appropriate steps of the Grievance and Arbitration Procedure except by mutual agreement.
- 1113 1. **Selection of Arbitrator.**
An impartial arbitrator shall be selected by mutual agreement of the parties. In the event mutual agreement is not reached, the party appealing the grievance to arbitration shall request a panel of arbitrators from the Federal Mediation and Conciliation Service. Upon receipt of said panel, the parties will select an arbitrator by alternately striking names.
- 1114 2. **Authority of Arbitrator.**
The arbitrator shall be prohibited from adding to, modifying or subtracting from, the terms of this Agreement or any supplemental written agreement of the parties. Further, it shall not be within the jurisdiction of the arbitrator to change any existing wage rate or establish a new wage rate. However, grievances involving reclassification and upgrade are within the scope of the grievance procedure and are within the jurisdiction and powers of the arbitrator; the decision of the arbitrator, however, is limited to changes in the classification of a position within the existing wage schedule. The award of the arbitrator shall be final and binding on both parties.

1115	<p>3. <u>Cost of Arbitration.</u> Each party shall pay one-half (1/2) the cost of the arbitration proceedings which include but are not limited to the cost of the arbitrator, court reporter and transcript for the arbitrator, if mutually agreed to as necessary, conference room costs and other related costs, and each party shall be responsible for the cost of its own representatives and witnesses.</p>
1116	<p>4. <u>Expedited Arbitration.</u> The guidelines for expedited arbitration will be confirmed June 1, 2013.</p>
1117	<p>5. <u>Arbitration Dates.</u> Effective July 2013, the parties agree that an additional arbitration day will be scheduled for a total of two dates per month, as needed. The cases may be conducted as standard panel arbitrations, expedited arbitrations, or a combination of the two forums. The parties will determine the cases to be heard and which forum shall be used.</p>
1118	<p>6. <u>Grievance and Arbitration Evaluation.</u> The parties will meet on an ongoing basis to assess the success of the process described above and make any modifications that may be needed. These meetings will occur at least after 6 months, and at least after 9 months, and one year from this agreement. During the final discussion, the parties will discuss and determine to modify, end, extend, or further expand the process.</p>
1119	<p><u>SECTION 3 – GRIEVANCES ASSOCIATED WITH THE MASTER AGREEMENT</u></p> <p>The parties agree that they will use their best efforts to identify any grievance that may involve interpretation or application of the Master Agreement, or practices relating to the provisions of the Master Agreement, before such a grievance is appealed to arbitration, and this shall be noted in either the Step 2 response or the appeal to arbitration. If such a grievance is resolved at Step 2, it shall be resolved at the local bargaining unit level on either a non precedent-setting basis or as a precedent applicable to that bargaining unit only, unless otherwise agreed to by all parties to the Master Agreement. The parties will identify three (3) permanent arbitrators who shall be the only arbitrators who may be selected to hear grievances involving the Master Agreement. At the time an arbitrator is selected to hear a specific case, the parties will inform the arbitrator whether they wish the arbitrator to issue a precedent-setting decision, a non-precedent-setting decision, or to decide whether a decision will be precedent-setting as one of the issues in the case.</p>

1120 **ARTICLE XXIV – GENERAL PROVISIONS**

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

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

1122 **SECTION 2 – CONSCIENTIOUS OBJECTION.**

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

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

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

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

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

1125 **ARTICLE XXV – DURATION OF AGREEMENT**

- 1126 Except as otherwise specifically provided, this Agreement shall be effective as of October 1, 2012, and shall continue in effect through September 30, 2016, the month, day, and year as specified in the National Agreement, Section 3: Scope of The Agreement, D. Duration, Renewal and Reopening and shall be automatically renewed from year to year thereafter, unless amended, modified, changed or terminated.
- 1127 Either party wishing to change or terminate this Agreement must serve written notice of a desire to amend to the other party at least 90 days prior to the expiration date. Notice of desire to change or terminate given by one party shall render unnecessary a similar notice by the other party.
- 1128 IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day herein above written.



KAISER PERMANENTE®

Kaiser Permanente Medical Care Program
Labor Relations

September 13, 2012

Joe Simoes
Director Kaiser Division
SEIU -- United Healthcare Workers-West
560 Thomas L. Berkley Way
Oakland, CA 94612

Re: Extension of Collective Bargaining Agreement – UHW Master Agreement

Dear Mr. Simoes:

On behalf of myself and Maryanne Malzone Miller, this is to confirm the extension of the collective bargaining agreement between the Employer and the Union as described below. The current collective bargaining agreement will be amended to include this provision to reflect the extension of the agreement and the new expiration date.

This Agreement should be in full force and effect, except as otherwise specifically provided as of October 1, 2012 and should continue in effect through **September 30, 2016**, and as specified in the National Agreement, Section 3D, subject to written notice of either party to the other, ninety (90) days prior to the termination date of a desire to amend or terminate this Agreement. In the event no such notices are given, this Agreement shall be deemed to be renewed from year to year, subject, however, to ninety (90) days written notice prior to each anniversary date of a desire to terminate or amend this Agreement.

Sincerely,

Linda Lang
Regional Director, Employee and Labor Relations
Northern California

cc: Maryanne Malzone Miller

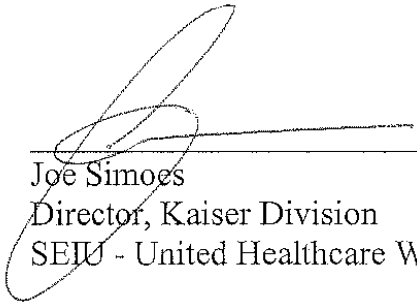
1950 Franklin Street, 4th Floor
Oakland, California 94612-2998
Mailing Address:
P.O. Box 12916
Oakland, California 94604-2916
(510) 987-2417
Fax: (510) 873-5038

08906-124 (REV. 4-01)

Re: Extension of Collective Bargaining Agreement – UHW Master Agreement

This is to confirm the extension of the collective bargaining agreement between Kaiser Permanente, the Employer and United Healthcare Workers - West, the Union, as described below. The current collective bargaining agreement will be amended to include this provision to reflect the extension of the agreement and the new expiration date.

This Agreement should be in full force and effect, except as otherwise specifically provided as of October 1, 2012 and should continue in effect through September 30, 2016, and as specified in the National Agreement, Section 3D, subject to written notice of either party to the other, ninety (90) days prior to the termination date of a desire to amend or terminate this Agreement. In the event no such notices are given, this Agreement shall be deemed to be renewed from year to year, subject, however, to ninety (90) days written notice prior to each anniversary date of a desire to terminate or amend this Agreement



Joe Simoes
Director, Kaiser Division
SEIU - United Healthcare Workers - West

11/15/2012
Date

NORTHERN CALIFORNIA REGION

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

Gregory Adams
Regional President- Northern California
Kaiser Foundation Hospitals and Health Plan

Gay Westfall
Senior Vice President Human Resources
Kaiser Foundation Hospitals and Health Plans

Connie Wilson
Vice President Human Resources
The Permanente Medical Group

Linda Lang, J.D.
Regional Director, NCAL
Employee & Labor Relations
Kaiser Foundation Health Plans, Inc.

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

Benjamin K. Chu MD
Regional President – Southern California
Kaiser foundation Hospitals and Health Plans

Arlene F. Peasnell
Senior Vice President, Human Resources
Kaiser Foundation Hospitals and Health Plan

Judy F. White
Chief Operating Officer
Southern California Permanente Medical Group

Maryanne Malzone Miller
Senior Director, Human Resources
Southern California

UNITED HEALTHCARE WORKERS-WEST
Service Employees International Union

DAVE REGAN
President

JOE SIMOES
UHW, Kaiser Division Director

MICHAEL KELLY, Antioch

TEREES FRYAR, Antioch

RUBY ROBLEY, Antioch

MARK MATTHEWS, Baldwin Park

LESTER KATZ, Baldwin Park

SANDY KENDRICK, Baldwin Park

MICHELLE MACIAS, Baldwin Park

SHIRLEE A. SHIRLEY, Baldwin Park

HILLARY DISTEFANO, Berkeley Lab

TINESHA THOMAS, Downey

JAMES BELL, Downey

JULIAN GOMEZ, Downey

RAY A. HERNANDEZ, Downey

STEPHANIE REED, Downey

DELMA J. WILLIS, Fontana

LENETRA STEVENSON, Fremont

ROBIN BLAKE, Fresno

LUCY FURCH, Fresno

MARY PANIAGUA, Fresno

IVORY EVANS, Hayward

BELINDA HO, Hayward

LELAND FERGUSON, Regional

PETER ACOSTA, Regional

JULIA HERNANDEZ, Regional

DAWN LYNCH, Regional

ILDA LUNA, Sunset

BERNICE A. HICKS, Sunset

ADAM LERMAN, Sunset

ADORAVIDA MACHICA, Sunset

EDNA RIVERA, Sunset

VALERIE A. URSO, Sunset

OLICER WALKER, Sunset

SILVIA TORRES-LIMON, Martinez

SHAWNA BROWN, Modesto

JENNIFER KEY, MSW

ALEXANDRA IVANOVSKY, MSW

JUDIE ADAMS, Napa

EARLENE PERSON, Oakland

LEODIS CONLEY, Oakland

VERONICA KINCAID, Oakland
ROSALIE PARRA, Orange County
ELAINE BARAJAS, Orange County
TONYA HARRIS, Orange County
DARRELL L. JEROME, Orange County
DEBRA K. LARIOS, Orange County
DENISE LATHON, Orange County
NANCY A. STENGEL, Orange County
LASONIA COSIO, Panorama City
MARILLYN MCDANIEL, Panorama City
MIRIAM HERNANDEZ, Panorama City
DEBRA GRADY, Panorama City
LORRAINE ROWE, Panorama City
SOPHIA SIMS, Panorama City
DAVIETTA MARTINEZ, Pleasanton
KATHLEEN SANTORA, KPPACC
RONALD COOK, Redwood City
TERRY MANNING, Redwood City
JAMES DADE JR., Richmond
ANGELA YOUNG, Roseville
JANIS BOGAERT, Roseville
BOBBI COLEMAN, Roseville
MICHELLE JONES, Roseville
LISA ROSE, Roseville
ASHWIN DEO, Sacramento
GEORGETTE BRADFORD,
Sacramento
DIANE NEWTON-BLAIR, Sacramento
NANCY ANDERSON, Sacramento
BERNARD CARR, Sacramento Call
Center
GABRIELA PADILLA, San Francisco
DENNINE HENDERSON, San
Francisco
YADIRA VAEZ, San Francisco
LASHUN WASHINGTON-
SHOEMAKER, San Francisco
MARY LUFKIN, San Jose
GLORIA FERNANDEZ, San Jose
GAIL MARTINEZ, San Jose
PEGGY OBRIEN, San Jose
JULIO RIVERA, San Jose
ZACHARY ADAMS, San Rafael
EVELYN BELL, San Rafael
VIRGINIA BOLANOS, Santa Clara
DIANE BARTON, Santa Clara
SALIVIENIA BROWN, Santa Clara
MARLA HEATH, Santa Clara
ROSSANA RADFORD, Santa Clara

JASON VILAVERT, Santa Clara
TONYA SALCIDO, Santa Rosa
ALETHEA CANDIA, Santa Rosa
PEGGY LESCHINSKY, Santa Rosa
DIANA ARROYO, South Sacramento
KATHERINE BROOKS, South Sacramento
KENNETH L. GREEN, South Sacramento
BRUNO KOCHIS, South San Francisco
ROBERTO RIVERA, South San Francisco
ANTONIO FLORES, South Bay
JAMES CHRISTION, South Bay
CARTINA PRICE, South Bay
EVELIA RODRIGUEZ, South Bay
NIKITA HUMPHREY, Stockton
ANTOINETTE COLLINS, Stockton
SAVONNDA BLAYLOCK, Tracy
DONNA NORTON, Vacaville
JON DUFF, Vallejo
DONNA TRENT, Vallejo
SHALANDRA ROBINSON, Vallejo Call Center
ALISHA BLINKS, Walnut Creek

NIKO ANAGNOSTOPOULOS, Walnut Creek
VICKISHA KEYS, Walnut Creek
PATRICIA LYNCH, Walnut Creek
VERNA HAMPTON, West Los Angeles
LISA BAGSBY, West Los Angeles
SANDRA CALDWELL, West Los Angeles
OSCAR GASPAR, West Los Angeles
LUZ ROJAS, Woodland Hills
YVETTE HURSTON, Woodland Hills
WALLACE L. JOHNSON, Woodland Hills
DIONAS A. TURNER, Woodland Hills

NORTHERN CALIFORNIA REGION WAGE RATES:

STRUCTURE A/B

The following are Northern California Region negotiated wage rates for 2012 through 2014. As negotiated in the 2012 National Agreement (Section 3. D. 4.), SEIU-UHW members will receive an additional 3% across the board raise on October 1, 2015 if there is no successor to the current National Agreement.

NORTHERN CALIFORNIA REGION

JOB TITLE	JOB CODE	GRADE	YEAR	A STRUCTURE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
				B STRUCTURE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
3D IMAGING ANALYST	034484		OCT 2012		40.2310	41.4406	42.6865	43.9697	45.2915	46.6530	48.0552		
			OCT 2013		41.4379	42.6838	43.9671	45.2888	46.6502	48.0526	49.4969		
			OCT 2014		42.6810	43.9643	45.2861	46.6475	48.0497	49.4942	50.9818		
ADMINISTRATIVE PARTNER	051515		OCT 2012		23.3772	23.9786	24.5961	25.1110	25.6559	26.2921			
			OCT 2013		24.0785	24.6980	25.3340	25.8643	26.4256	27.0809			
			OCT 2014		24.8009	25.4389	26.0940	26.6402	27.2184	27.8933			
ADMINISTRATIVE PARTNER SR	051516		OCT 2012		24.5504	25.1822	25.8306	26.3710	26.9433	27.6114			
			OCT 2013		25.2869	25.9377	26.6055	27.1621	27.7516	28.4397			
			OCT 2014		26.0455	26.7158	27.4037	27.9770	28.5841	29.2929			
ALLERGY CENTRAL LAB ASST SUP	034404		OCT 2012		27.3637	28.0679	28.7897	29.3464	30.1432	30.9175			
			OCT 2013		28.1846	28.9099	29.6534	30.2268	31.0475	31.8450			
			OCT 2014		29.0301	29.7772	30.5430	31.1336	31.9789	32.8004			
ALLERGY TECHNICIAN	034402		OCT 2012		24.8116	25.4501	26.1047	26.6095	27.3322	28.0345			
			OCT 2013		25.5559	26.2136	26.8878	27.4078	28.1522	28.8755			
			OCT 2014		26.3226	27.0000	27.6944	28.2300	28.9968	29.7418			
ALLERGY TECHNICIAN SR	034403		OCT 2012		26.0569	26.7271	27.4142	27.9448	28.7033	29.4408			
			OCT 2013		26.8386	27.5289	28.2366	28.7831	29.5644	30.3240			
			OCT 2014		27.6438	28.3548	29.0837	29.6466	30.4513	31.2337			
ALLERGY TECHNICIAN TRAINEE	034400		OCT 2012		23.5337	24.1393	24.7605	25.2204	25.8562	26.4485			
			OCT 2013		24.2397	24.8635	25.5033	25.9770	26.6319	27.2420			
			OCT 2014		24.9669	25.6094	26.2684	26.7563	27.4309	28.0593			
AMERICAN SIGN LANGUAGE INTERPRETER	030704		OCT 2012		46.5706	47.7373	48.9037	50.0704	51.2369	52.4034	53.5700		
			OCT 2013		47.9677	49.1694	50.3708	51.5725	52.7740	53.9755	55.1771		
			OCT 2014		49.4067	50.6445	51.8819	53.1197	54.3572	55.5948	56.8324		
ANESTHESIA SUPPLY AIDE	030422		OCT 2012		22.5141	23.0933	23.6879	24.2336	24.7995	25.3048			
			OCT 2013		23.1895	23.7861	24.3985	24.9606	25.5435	26.0639			
			OCT 2014		23.8852	24.4997	25.1305	25.7094	26.3098	26.8458			
ANESTHESIA SUPPLY AIDE SR	030423		OCT 2012		23.6443	24.2525	24.8768	25.4498	26.0442	26.5744			
			OCT 2013		24.3536	24.9801	25.6231	26.2133	26.8255	27.3716			
			OCT 2014		25.0842	25.7295	26.3918	26.9997	27.6303	28.1927			

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ANESTHESIA TECHNICAL AST	030772		OCT 2012		28.6616	29.3992	30.1548	30.9043	31.7261	32.4747			
			OCT 2013		29.5214	30.2812	31.0594	31.8314	32.6779	33.4489			
			OCT 2014		30.4070	31.1896	31.9912	32.7863	33.6582	34.4524			
ANESTHESIA TECHNICAL AST SR	030773		OCT 2012		30.0991	30.8734	31.6669	32.4539	33.3169	34.1030			
			OCT 2013		31.0021	31.7996	32.6169	33.4275	34.3164	35.1261			
			OCT 2014		31.9322	32.7536	33.5954	34.4303	35.3459	36.1799			
ATHLETIC TRAINER CERTIFIED	030736		OCT 2012		29.5859	30.3470	31.1079	31.7317	32.3684	33.0177			
			OCT 2013		30.4735	31.2574	32.0411	32.6837	33.3395	34.0082			
			OCT 2014		31.3877	32.1951	33.0023	33.6642	34.3397	35.0284			
BONE DENSITOMETRY TECH	034425		OCT 2012		26.1292	26.8012	27.4902	28.2891	29.4387	30.2874			
			OCT 2013		26.9131	27.6052	28.3149	29.1378	30.3219	31.1960			
			OCT 2014		27.7205	28.4334	29.1643	30.0119	31.2316	32.1319			
BONE DENSITOMETRY TECH SR	034426		OCT 2012		27.4403	28.1460	28.8694	29.7081	30.9546	32.0357			
			OCT 2013		28.2635	28.9904	29.7355	30.5993	31.8832	32.9968			
			OCT 2014		29.1114	29.8601	30.6276	31.5173	32.8397	33.9867			
CARDIOVASCULAR ANESTHESIA TECH	035404		OCT 2012		33.6813	34.5473	35.4357	36.6614	38.4987	40.3357			
			OCT 2013		34.6917	35.5837	36.4988	37.7612	39.6537	41.5458			
			OCT 2014		35.7325	36.6512	37.5938	38.8940	40.8433	42.7922			
CARDIOVASCULAR TECH	035402		OCT 2012		39.0905	40.2665	41.4771	42.6213	43.8377	45.0752			
			OCT 2013		40.2632	41.4745	42.7214	43.8999	45.1528	46.4275			
			OCT 2014		41.4711	42.7187	44.0030	45.2169	46.5074	47.8203			
CARDIOVASCULAR TECH SR	035403		OCT 2012		46.0389	47.4231	48.8486	50.0715	51.3262	52.6112			
			OCT 2013		47.4201	48.8458	50.3141	51.5736	52.8660	54.1895			
			OCT 2014		48.8427	50.3112	51.8235	53.1208	54.4520	55.8152			
CARE PARTNER	090833		OCT 2012		22.7304	23.3150	23.9153	24.4663	25.0380	25.5478			
			OCT 2013		23.4123	24.0145	24.6328	25.2003	25.7891	26.3142			
			OCT 2014		24.1147	24.7349	25.3718	25.9563	26.5628	27.1036			
CCM PROGRAM ASSISTANT	051264		OCT 2012		25.7355	26.3976	27.0766	27.7433	28.7140	29.6836			
			OCT 2013		26.5076	27.1895	27.8889	28.5756	29.5754	30.5741			
			OCT 2014		27.3028	28.0052	28.7256	29.4329	30.4627	31.4913			

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CENTRAL SUPPLY TECHNICIAN	090311		OCT 2012		22.5141	23.0933	23.6879	24.2336	24.7995	25.3048			
			OCT 2013		23.1895	23.7861	24.3985	24.9606	25.5435	26.0639			
			OCT 2014		23.8852	24.4997	25.1305	25.7094	26.3098	26.8458			
CERT HEALTH CARE INTERPRETER LEAD	030705		OCT 2012		26.5739	27.1943	27.8429	28.5057	29.1825	29.8734	30.5925		
			OCT 2013		27.3711	28.0101	28.6782	29.3609	30.0580	30.7696	31.5103		
			OCT 2014		28.1922	28.8504	29.5385	30.2417	30.9597	31.6927	32.4556		
CLERICAL GRADE 1			OCT 2012	20.8778	21.4157	21.9668	22.3106	22.7759	23.2399				
CLERK (G1)	050352	1	OCT 2013	21.5041	22.0582	22.6258	22.9799	23.4592	23.9371				
FILE CLERK	051312	1	OCT 2014	22.1492	22.7199	23.3046	23.6693	24.1630	24.6552				
MAIL CLERK	051342	1											
MEDICAL RECORDS CLERK (G1)	050367	1											
MEDICAL RECORDS CLERK JR.	051361	1											
CLERICAL GRADE 2			OCT 2012	21.7597	22.3201	22.8946	23.2792	23.8248	24.3705				
CASHIER/RECEPTIONIST-X-RAY	057362	2	OCT 2013	22.4125	22.9897	23.5814	23.9776	24.5395	25.1016				
CHART ROOM TROUBLER CLERK	051622	2	OCT 2014	23.0849	23.6794	24.2888	24.6969	25.2757	25.8546				
CLERK (G2)	050353	2											
CLERK-TYPIST (G2)	050314	2											
DATA CLERK (G2)	050385	2											
DEPARTMENTAL CLERK (G2)	050380	2											
FILE CLERK (G2)	050362	2											
HIM REPRESENTATIVE I	051301	2											
MAIL CLERK (G2)	050320	2											
MEDICAL RECORD SCANNER	051305	2											
MEDICAL RECORDS CLERK	051362	2											
RADIOLOGY FILE CLERK II	051311	2											
RECEPTION CLERK (G2)	050309	2											
SUBPOENA CLERK	057202	2											
TRANSCRIPTION CLERK	051481	2											
VITAL STATISTICS CLERK	057492	2											
CLERICAL GRADE 2 - SENIOR/LEAD			OCT 2012	21.9264	22.4909	23.0698	23.4302	23.9191	24.4064				
FILE CLERK SR. (G2)	050365	2S	OCT 2013	22.5842	23.1656	23.7619	24.1331	24.6367	25.1386				
			OCT 2014	23.2617	23.8606	24.4748	24.8571	25.3758	25.8928				

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CLERICAL GRADE 3					OCT 2012	22.2199	22.7923	23.3790	23.8636	24.3904	24.9865		
APPOINTMENTS CLERK	051152	3	OCT 2013	22.8865	23.4761	24.0804	24.5795	25.1221	25.7361				
BUSINESS OFF CLERK-CLINIC (G3)	050343	3	OCT 2014	23.5731	24.1804	24.8028	25.3169	25.8758	26.5082				
CASHIER/RECEPTIONIST	051502	3											
CENTRAL APPTS. CLERK	057192	3											
CLERK (G3)	050354	3											
CLERK-TYPIST	051242	3											
DEPARTMENTAL CLERK (G3)	050381	3											
DEPOSIT CASHIER	051562	3											
DIGITAL IMAGING LIBRARIAN	051315	3											
FILE CLERK (G3)	050363	3											
IMAGING ASSISTANT	090708	3											
HIM REPRESENTATIVE II	051302	3											
INTAKE CLAIMS-CASHIER	057522	3											
MEDICAL LEGAL CLERK (G3)	050384	3											
MEDICAL RECORDS CLERK (G3)	050368	3											
PHARMACY CASHIER	057262	3											
PHARMACY CLERK (G3)	050372	3											
RECEPTION CLERK	051202	3											
RECEPTIONIST-CLINIC	051432	3											
WINDOW CASHIER	051192	3											
CLERICAL GRADE 3 - SENIOR/LEAD					OCT 2012	22.8521	23.4405	24.0440	24.4478	25.0206	25.5938		
CLERK SR. (G3)	050358	3S	OCT 2013	23.5377	24.1437	24.7653	25.1812	25.7712	26.3616				
FILE CLERK SR.	051313	3S	OCT 2014	24.2438	24.8680	25.5083	25.9366	26.5443	27.1524				

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CLERICAL GRADE 4					OCT 2012	22.6805	23.2641	23.8636	24.3085	24.9550	25.6014		
ADMITTING CLERK	051142	4		OCT 2013	23.3609	23.9620	24.5795	25.0378	25.7037	26.3694			
APPOINTMENTS CLERK (G4)	050306	4		OCT 2014	24.0617	24.6809	25.3169	25.7889	26.4748	27.1605			
BUSINESS OFFICE CLERK-CLINIC	057392	4											
BUSINESS OFFICE FLOAT CLERK	051332	4											
CASH BATCH CLERK	051162	4											
CASH-CHRG BATCH CLERK	057272	4											
CASHIER/RECEPTIONIST (G4)	050326	4											
CLAIMS PROCESSOR (G4)	050350	4											
CLERK	051232	4											
CLERK-TYPIST (G4)	050315	4											
DEPARTMENTAL CLERK	057172	4											
DISABILITY CLAIMS CLERK	051224	4											
ELIGIBILITY SPECIALIST	057143	4											
EMERGENCY ROOM CLERK	051662	4											
FILE CLERK (G4)	050364	4											
HOME HEALTH CLERK	051492	4											
INTAKE CLAIMS-CASHIER (G4)	050345	4											
INVENTORY CONTROL CLERK (G4)	050378	4											
LIBRARY ASSISTANT	052612	4											
MEDICAL LEGAL CLERK	057222	4											
MEDICAL RECORD INDEXER (GRADE 4)	051306	4											
MEDICAL RECORDS ANALYST	050502	4											
MEDICAL RECORDS CLERK (G4)	050369	4											
OPERATING ROOM SCHEDULING CLERK	057122	4											
PHARMACY CLERK	051392	4											
PHYSICIAN'S SCHEDULE CLERK	057582	4											
RECEPTION CLERK (G4)	050310	4											
RECEPTIONIST-CLINIC (G4)	050322	4											
SECRETARY	051442	4											
SNF DATABASE SPECIALIST	057625	4											
SUBPOENA CLERK (G4)	050341	4											
SURGERY APPOINTMENT CLERK	057662	4											
SURGICAL PRE-ADMIT SECRETARY	051161	4											
WINDOW CASHIER (G4)	050308	4											
CLERICAL GRADE 4 - SENIOR / LEAD					OCT 2012	23.3350	23.9362	24.5520	25.0611	25.6145	26.2401		
APPOINTMENTS CLERK SR.	051153	4S		OCT 2013	24.0351	24.6543	25.2886	25.8129	26.3829	27.0273			
CLERK SR. (G4)	050359	4S		OCT 2014	24.7562	25.3939	26.0473	26.5873	27.1744	27.8381			
DIGITAL IMAGING LIBRARIAN LEAD	051316	4S											
FILE CLERK SR. (G4)	050366	4S											
SR CASHIER/RECEPTIONIST	051503	4S											

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CLERICAL GRADE 5													
ACTIVITY COORDINATOR SUBACUTE	051314	5	OCT 2012		23.5970	24.2046	24.8278	25.3528	26.0805	26.8072			
ADMITTING REPRESENTATIVE	050304	5	OCT 2013		24.3049	24.9307	25.5726	26.1134	26.8629	27.6114			
AMBULANCE SERVICES CLERK	051144	5	OCT 2014		25.0340	25.6786	26.3398	26.8968	27.6688	28.4397			
APPT MEMBERSHIP COORD	051150	5											
BUSINESS OFF CLERK-CLINIC (G5)	050344	5											
CLAIMS PROCESSOR (G5)	050351	5											
CLERK (G5)	050355	5											
CONTINUUM SERVICES CLERK	050506	5											
DATA CLERK	057482	5											
DEPARTMENTAL CLERK (G5)	050382	5											
DME CLERK	051145	5											
INVENTORY CONTROL CLERK	057132	5											
MEDICAL RECORD QA SPECIALIST	051307	5											
MEDICAL RECORDS CLERK (G5)	050370	5											
OCCUP. MED. SECRETARY	051522	5											
OUT-PAT CHART BILLER-READ (G5)	051522	5											
RECEPTIONIST-SR.CLINIC	051433	5											
RESEARCH CLK./CHART ABTRACTOR	057352	5											
SNF CLERK	051146	5											
STAFFING CLERK	057872	5											
CLERICAL GRADE 5 - SENIOR / LEAD													
EMERGENCY ROOM CLERK SR.	051663	5S	OCT 2012		23.8190	24.4316	25.0611	25.5286	26.2074	26.8860			
MEDICAL RECORDS CLERK SR.	051363	5S	OCT 2013		24.5336	25.1645	25.8129	26.2945	26.9936	27.6926			
SR CLERK	051233	5S	OCT 2014		25.2696	25.9194	26.5873	27.0833	27.8034	28.5234			
SR SURGERY APPT CLERK	057663	5S											
SR. PHARMACY CLERK	051393	5S											
CLERICAL GRADE 6													
ACCOUNT REPRESENTATIVE	059132	6	OCT 2012		24.6716	25.3066	25.9573	26.5636	27.3919	28.2207			
ADMITTING REPRESENTATIVE SR	051143	6	OCT 2013		25.4117	26.0658	26.7360	27.3605	28.2137	29.0673			
BUSINESS REPRESENTATIVE	051583	6	OCT 2014		26.1741	26.8478	27.5381	28.1813	29.0601	29.9393			
CLERK (G6)	050356	6											
HIM SPECIALIST	051303	6											
INDUSTRIAL REPORT-BILLING	051582	6											
INPATIENT CHART READER-BILLER	057822	6											
KFRC MEDICAL EQUIPMENT COORD	057283	6											
MEDICARE BILLER	051652	6											
OPERATING ROOM SCHEDULING CLERK (G6)	050376	6											
OUT-PATIENT CHART BILLER-READ	051212	6											
CLERICAL GRADE 6 - SENIOR / LEAD													
CLERK SR. (G6)	050360	6S	OCT 2012		24.7814	25.4191	26.0738	26.6248	27.3919	28.2207			
			OCT 2013		25.5248	26.1817	26.8560	27.4235	28.2137	29.0673			
			OCT 2014		26.2905	26.9672	27.6617	28.2462	29.0601	29.9393			

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CLERICAL GRADE 7			OCT 2012		25.7355	26.3976	27.0766	27.7433	28.7140	29.6836			
DEPARTMENTAL CLERK (G7)	050383	7	OCT 2013		26.5076	27.1895	27.8889	28.5756	29.5754	30.5741			
PATIENT FINANCIAL ADVISOR	051584	7	OCT 2014		27.3028	28.0052	28.7256	29.4329	30.4627	31.4913			
CLERICAL GRADE 7 - SENIOR / LEAD			OCT 2012		25.9098	26.5765	27.2599	27.8961	28.7664	29.6836			
CLERK SR (G7)	050361	7S	OCT 2013		26.6871	27.3738	28.0777	28.7330	29.6294	30.5741			
SR BUSINESS OFFICE CLERK	051223	7S	OCT 2014		27.4877	28.1950	28.9200	29.5950	30.5183	31.4913			
LEAD HIM SPECIALIST	051304	7S											
CLINICAL AUTOTRANSFUSION TECH	030601		OCT 2012		25.3047	26.1565	26.8066	27.1782	28.0920	28.8816			
			OCT 2013		26.0638	26.9412	27.6108	27.9935	28.9348	29.7480			
			OCT 2014		26.8457	27.7494	28.4391	28.8333	29.8028	30.6404			
CLIN AUTOTRANSFUSION TECH SR	030602		OCT 2012		26.6364	27.4417	28.0143	28.6803	29.3927	30.1361			
			OCT 2013		27.4355	28.2650	28.8547	29.5407	30.2745	31.0402			
			OCT 2014		28.2586	29.1130	29.7203	30.4269	31.1827	31.9714			
CLINICAL DATA SPECIALIST	051253		OCT 2012		26.1282	26.7903	27.4693	28.2149	29.2793	30.3434			
			OCT 2013		26.9120	27.5940	28.2934	29.0613	30.1577	31.2537			
			OCT 2014		27.7194	28.4218	29.1422	29.9331	31.0624	32.1913			
CLINICAL HEALTH EDUCATOR I	030794		OCT 2012		31.2453	32.0285	32.8314	33.6544	34.4981	35.3628	36.2492		
			OCT 2013		32.1827	32.9894	33.8163	34.6640	35.5330	36.4237	37.3367		
			OCT 2014		33.1482	33.9791	34.8308	35.7039	36.5990	37.5164	38.4568		
CLINICAL HEALTH EDUCATOR II	030795		OCT 2012		33.1253	33.9556	34.8068	35.6792	36.5736	37.4900	38.4296		
			OCT 2013		34.1191	34.9743	35.8510	36.7496	37.6708	38.6147	39.5825		
			OCT 2014		35.1427	36.0235	36.9265	37.8521	38.8009	39.7731	40.7700		
CLINICAL HEALTH EDUCATOR LEAD I	030796		OCT 2012		32.8119	33.6346	34.4776	35.3418	36.2277	37.1356	38.0661		
			OCT 2013		33.7963	34.6436	35.5119	36.4021	37.3145	38.2497	39.2081		
			OCT 2014		34.8102	35.6829	36.5773	37.4942	38.4339	39.3972	40.3843		
CLINICAL HEALTH EDUCATOR LEAD II	030797		OCT 2012		34.7860	35.6580	36.5516	37.4677	38.4067	39.3691	40.3555		
			OCT 2013		35.8296	36.7277	37.6481	38.5917	39.5589	40.5502	41.5662		
			OCT 2014		36.9045	37.8295	38.7775	39.7495	40.7457	41.7667	42.8132		
COMMUNICATION OPERATOR	053102		OCT 2012		22.1779	22.7489	23.3345	23.7267	24.2828	24.6322	25.4766		
			OCT 2013		22.8432	23.4314	24.0345	24.4385	25.0113	25.3712	26.2409		
			OCT 2014		23.5285	24.1343	24.7555	25.1717	25.7616	26.1323	27.0281		

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COMMUNICATION OPERATOR SR	053193		OCT 2012		23.2913	23.8909	24.5054	24.9174	25.5015	25.8684	26.7550		
			OCT 2013		23.9900	24.6076	25.2406	25.6649	26.2665	26.6445	27.5577		
			OCT 2014		24.7097	25.3458	25.9978	26.4348	27.0545	27.4438	28.3844		
COOK A	091872		OCT 2012		24.3116	24.9372	25.5790	26.2084	26.8378				
			OCT 2013		25.0409	25.6853	26.3464	26.9947	27.6429				
			OCT 2014		25.7921	26.4559	27.1368	27.8045	28.4722				
COOK IN CHARGE SR	091873		OCT 2012		25.5316	26.1887	26.8627	27.5233	28.1839				
			OCT 2013		26.2975	26.9744	27.6686	28.3490	29.0294				
			OCT 2014		27.0864	27.7836	28.4987	29.1995	29.9003				
CUSTODIAN/WATCHMAN	094002		OCT 2012		23.4608	24.0648	24.6845	25.2903	25.8971				
			OCT 2013		24.1646	24.7867	25.4250	26.0490	26.6740				
			OCT 2014		24.8895	25.5303	26.1878	26.8305	27.4742				
CYTOGENETIC TECH I	024741		OCT 2012		45.7605	46.9665	48.1735	48.8120	50.5317	52.2159	54.3082		
			OCT 2013		47.1333	48.3755	49.6187	50.2764	52.0477	53.7824	55.9374		
			OCT 2014		48.5473	49.8268	51.1073	51.7847	53.6091	55.3959	57.6155		
CYTOGENETIC TECH II	024742		OCT 2012		47.2764	48.5231	49.7695	50.7280	52.4118	54.2736	56.4479		
			OCT 2013		48.6947	49.9788	51.2626	52.2498	53.9842	55.9018	58.1413		
			OCT 2014		50.1555	51.4782	52.8005	53.8173	55.6037	57.5789	59.8855		
CYTOGENETIC TECH III	024743		OCT 2012		48.8939	50.1832	51.4723	52.6063	54.5392	56.4369	58.6980		
			OCT 2013		50.3607	51.6887	53.0165	54.1845	56.1754	58.1300	60.4589		
			OCT 2014		51.8715	53.2394	54.6070	55.8100	57.8607	59.8739	62.2727		
CYTOGENETIC TECH SR	024744		OCT 2012		51.3429	52.6968	54.0505	55.2411	57.2706	59.2632	61.6375		
			OCT 2013		52.8832	54.2777	55.6720	56.8983	58.9887	61.0411	63.4866		
			OCT 2014		54.4697	55.9060	57.3422	58.6052	60.7584	62.8723	65.3912		
CYTOGENETIC TRAINEE	024740		OCT 2012		35.6548	37.1593							
			OCT 2013		36.7244	38.2741							
			OCT 2014		37.8261	39.4223							
CYTO-HISTO TECHNOLOGIST SUP	024705		OCT 2012		53.3257	54.7310	56.1356	58.4948	60.4272	61.5614	64.0274		
			OCT 2013		54.9255	56.3729	57.8197	60.2496	62.2400	63.4082	65.9482		
			OCT 2014		56.5733	58.0641	59.5543	62.0571	64.1072	65.3104	67.9266		

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CYTOTECHNOLOGIST CHIEF	024704		OCT 2012		52.7506	54.1416	55.5319	56.7222	58.7046	60.7474	63.1808		
			OCT 2013		54.3331	55.7658	57.1979	58.4239	60.4657	62.5698	65.0762		
			OCT 2014		55.9631	57.4388	58.9138	60.1766	62.2797	64.4469	67.0285		
CYTOTECHNOLOGIST I	024701		OCT 2012		45.7605	46.9665	48.1735	48.8120	50.5317	52.2159	54.3082		
			OCT 2013		47.1333	48.3755	49.6187	50.2764	52.0477	53.7824	55.9374		
			OCT 2014		48.5473	49.8268	51.1073	51.7847	53.6091	55.3959	57.6155		
CYTOTECHNOLOGIST II	024702		OCT 2012		47.2764	48.5231	49.7695	50.7280	52.4118	54.2736	56.4479		
			OCT 2013		48.6947	49.9788	51.2626	52.2498	53.9842	55.9018	58.1413		
			OCT 2014		50.1555	51.4782	52.8005	53.8173	55.6037	57.5789	59.8855		
CYTOTECHNOLOGIST III	024703		OCT 2012		48.8939	50.1832	51.4723	52.6063	54.5392	56.4369	58.6980		
			OCT 2013		50.3607	51.6887	53.0165	54.1845	56.1754	58.1300	60.4589		
			OCT 2014		51.8715	53.2394	54.6070	55.8100	57.8607	59.8739	62.2727		
CYTOTECHNOLOGIST III QC	024707		OCT 2012		50.2346	51.5591	52.8830	54.0169	55.9048	57.8503	60.1680		
			OCT 2013		51.7416	53.1059	54.4695	55.6374	57.5819	59.5858	61.9730		
			OCT 2014		53.2938	54.6991	56.1036	57.3065	59.3094	61.3734	63.8322		
DARK ROOM TECHNICIAN	034482		OCT 2012		22.8490	23.4373	24.0407	24.5056	25.3547	25.9608			
			OCT 2013		23.5345	24.1404	24.7619	25.2408	26.1153	26.7396			
			OCT 2014		24.2405	24.8646	25.5048	25.9980	26.8988	27.5418			
DEDICATED LAB SONOGRAPHER I	030442		OCT 2012		48.9456	50.4125	51.9378	53.4917	55.1040	56.7598	58.4592	60.2166	62.6278
			OCT 2013		50.4140	51.9249	53.4959	55.0965	56.7571	58.4626	60.2130	62.0231	64.5066
			OCT 2014		51.9264	53.4826	55.1008	56.7494	58.4598	60.2165	62.0194	63.8838	66.4418
DEDICATED LAB SONOGRAPHER I SUPV	030449		OCT 2012		53.8551	55.4672	57.1375	58.8514	60.6235	62.4390	64.3273	66.2591	68.9026
			OCT 2013		55.4708	57.1312	58.8516	60.6169	62.4422	64.3122	66.2571	68.2469	70.9697
			OCT 2014		57.1349	58.8451	60.6171	62.4354	64.3155	66.2416	68.2448	70.2943	73.0988
DEDICATED LAB SONOGRAPHER II	030443		OCT 2012		50.4125	51.9378	53.4917	55.1040	56.7598	58.4592	60.2166	62.0323	64.5160
			OCT 2013		51.9249	53.4959	55.0965	56.7571	58.4626	60.2130	62.0231	63.8933	66.4515
			OCT 2014		53.4826	55.1008	56.7494	58.4598	60.2165	62.0194	63.8838	65.8101	68.4450
DEDICATED LAB SONOGRAPHER II SUPV	030450		OCT 2012		55.4672	57.1375	58.8514	60.6235	62.4390	64.3273	66.2591	68.2489	70.9798
			OCT 2013		57.1312	58.8516	60.6169	62.4422	64.3122	66.2571	68.2469	70.2964	73.1092
			OCT 2014		58.8451	60.6171	62.4354	64.3155	66.2416	68.2448	70.2943	72.4053	75.3025

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DENTAL ASSISTANT REGISTERED	090701		OCT 2012		24.3340	24.9602	25.6025	26.1906	26.7785	27.2569				
			OCT 2013		25.0640	25.7090	26.3706	26.9763	27.5819	28.0746				
			OCT 2014		25.8159	26.4803	27.1617	27.7856	28.4094	28.9168				
DEPARTMENT SECRETARY	051482		OCT 2012		24.3989	25.0272	25.6712	26.1499	26.8450	27.5407				
			OCT 2013		25.1309	25.7780	26.4413	26.9344	27.6504	28.3669				
			OCT 2014		25.8848	26.5513	27.2345	27.7424	28.4799	29.2179				
DIAG ULTRASONOGRAPHER II	034672		OCT 2012		46.8745	48.1104	49.3465	50.7540	53.1510	55.5485	57.9457			
			OCT 2013		48.2807	49.5537	50.8269	52.2766	54.7455	57.2150	59.6841			
			OCT 2014		49.7291	51.0403	52.3517	53.8449	56.3879	58.9315	61.4746			
DIAG ULTRASONOGRAPHER III	034673		OCT 2012		49.2228	50.5201	51.8182	53.2960	55.8128	58.4931	60.8477			
			OCT 2013		50.6995	52.0357	53.3727	54.8949	57.4872	60.2479	62.6731			
			OCT 2014		52.2205	53.5968	54.9739	56.5417	59.2118	62.0553	64.5533			
DIETETIC TECH ELIGIBLE	051004		OCT 2012		27.2173									
			OCT 2013		28.0338									
			OCT 2014		28.8748									
DIETETIC TECH REG	051002		OCT 2012		28.6546	29.4678	30.2957	31.1385	32.0388	32.9248	33.8544			
			OCT 2013		29.5142	30.3518	31.2046	32.0727	33.0000	33.9125	34.8700			
			OCT 2014		30.3996	31.2624	32.1407	33.0349	33.9900	34.9299	35.9161			
DIETETIC TECH REG LEAD	051003		OCT 2012		30.0918	30.9459	31.8151	32.6996	33.6453	34.5756	35.5516			
			OCT 2013		30.9946	31.8743	32.7696	33.6806	34.6547	35.6129	36.6181			
			OCT 2014		31.9244	32.8305	33.7527	34.6910	35.6943	36.6813	37.7166			
DIETITIAN ELIGIBLE	051017		OCT 2012		36.0760									
			OCT 2013		37.1583									
			OCT 2014		38.2730									
DIETITIAN I REGISTERED	051010		OCT 2012		37.9793	39.2432	40.4922	41.7558	43.0050	44.2686	45.5177			
			OCT 2013		39.1187	40.4205	41.7070	43.0085	44.2952	45.5967	46.8832			
			OCT 2014		40.2923	41.6331	42.9582	44.2988	45.6241	46.9646	48.2897			
DIETITIAN I REGISTERED LEAD	051015		OCT 2012		39.8829	41.2098	42.5213	43.8480	45.1598	46.4866	47.7981			
			OCT 2013		41.0794	42.4461	43.7969	45.1634	46.5146	47.8812	49.2320			
			OCT 2014		42.3118	43.7195	45.1108	46.5183	47.9100	49.3176	50.7090			

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DIETITIAN II REGISTERED	051011		OCT 2012		40.0564	41.3781	42.7145	44.0363	45.3580	46.6942	48.0158		
			OCT 2013		41.2581	42.6194	43.9959	45.3574	46.7187	48.0950	49.4563		
			OCT 2014		42.4958	43.8980	45.3158	46.7181	48.1203	49.5379	50.9400		
DIETITIAN II REGISTERED LEAD	051012		OCT 2012		42.0752	43.4699	44.8496	46.2439	47.6382	49.0181	50.4125		
			OCT 2013		43.3375	44.7740	46.1951	47.6312	49.0673	50.4886	51.9249		
			OCT 2014		44.6376	46.1172	47.5810	49.0601	50.5393	52.0033	53.4826		
DIETITIAN III REGISTERED	051013		OCT 2012		42.0752	43.4699	44.8496	46.2439	47.6382	49.0181	50.4125		
			OCT 2013		43.3375	44.7740	46.1951	47.6312	49.0673	50.4886	51.9249		
			OCT 2014		44.6376	46.1172	47.5810	49.0601	50.5393	52.0033	53.4826		
DIETITIAN III REGISTERED LEAD	051014		OCT 2012		44.1837	45.6479	47.0967	48.5606	50.0249	51.4737	52.9377		
			OCT 2013		45.5092	47.0173	48.5096	50.0174	51.5256	53.0179	54.5258		
			OCT 2014		46.8745	48.4278	49.9649	51.5179	53.0714	54.6084	56.1616		
EEG TECHNOLOGIST I	034432		OCT 2012		29.8684	30.6367	31.4246	32.2765	33.8101	35.1731	36.7597		
			OCT 2013		30.7645	31.5558	32.3673	33.2448	34.8244	36.2283	37.8625		
			OCT 2014		31.6874	32.5025	33.3383	34.2421	35.8691	37.3151	38.9984		
EEG TECHNOLOGIST II	034433		OCT 2012		31.6501	32.4639	33.2988	34.1500	35.8537	37.5568	39.2511		
			OCT 2013		32.5996	33.4378	34.2978	35.1745	36.9293	38.6835	40.4286		
			OCT 2014		33.5776	34.4409	35.3267	36.2297	38.0372	39.8440	41.6415		
EKG TECHNICIAN	034422		OCT 2012		26.1292	26.8012	27.4902	28.2891	29.4387	30.2874			
			OCT 2013		26.9131	27.6052	28.3149	29.1378	30.3219	31.1960			
			OCT 2014		27.7205	28.4334	29.1643	30.0119	31.2316	32.1319			
EKG TECHNICIAN SR	034423		OCT 2012		27.4403	28.1460	28.8694	29.7081	30.9546	32.0357			
			OCT 2013		28.2635	28.9904	29.7355	30.5993	31.8832	32.9968			
			OCT 2014		29.1114	29.8601	30.6276	31.5173	32.8397	33.9867			
EMERGENCY DEPT TECHNICIAN I	030314		OCT 2012		22.9160	23.5061	24.1110	24.6648	25.2186	25.6692			
			OCT 2013		23.6035	24.2113	24.8343	25.4047	25.9752	26.4393			
			OCT 2014		24.3116	24.9376	25.5793	26.1668	26.7545	27.2325			
EMERGENCY DEPT TECHNICIAN II	030324		OCT 2012		27.1223	27.8198	28.5356	29.2450	30.0226	30.7318			
			OCT 2013		27.9360	28.6544	29.3917	30.1224	30.9233	31.6538			
			OCT 2014		28.7741	29.5140	30.2735	31.0261	31.8510	32.6034			

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EMERGENCY ROOM ASST SF ONLY	090732		OCT 2012		22.5757	23.1719	23.7684	24.3146	24.8604	25.3050			
			OCT 2013		23.2530	23.8671	24.4815	25.0440	25.6062	26.0642			
			OCT 2014		23.9506	24.5831	25.2159	25.7953	26.3744	26.8461			
ESTHETICIAN	034681		OCT 2012		31.1941	32.0700	32.9706	33.8963	34.8478	35.8262			
			OCT 2013		32.1299	33.0321	33.9597	34.9132	35.8932	36.9010			
			OCT 2014		33.0938	34.0231	34.9785	35.9606	36.9700	38.0080			
EVALUATION & MANAGEMENT CODER	057811		OCT 2012		26.9001	27.5923	28.3017	28.9623	29.8656	30.7685			
			OCT 2013		27.7071	28.4201	29.1508	29.8312	30.7616	31.6916			
			OCT 2014		28.5383	29.2727	30.0253	30.7261	31.6844	32.6423			
GARAGE ATTENDANT	090852		OCT 2012		21.7597	22.3201	22.8946	23.2792	23.8248	24.3705			
			OCT 2013		22.4125	22.9897	23.5814	23.9776	24.5395	25.1016			
			OCT 2014		23.0849	23.6794	24.2888	24.6969	25.2757	25.8546			
GARAGE/PARKING ATTENDANT	090842		OCT 2012		21.7597	22.3201	22.8946	23.2792	23.8248	24.3705			
			OCT 2013		22.4125	22.9897	23.5814	23.9776	24.5395	25.1016			
			OCT 2014		23.0849	23.6794	24.2888	24.6969	25.2757	25.8546			
GARDENER	084102		OCT 2012		24.0819	24.7020	25.3370	25.9545	26.5724				
			OCT 2013		24.8044	25.4431	26.0971	26.7331	27.3696				
			OCT 2014		25.5485	26.2064	26.8800	27.5351	28.1907				
GARDENER SR	084103		OCT 2012		25.9663	26.6341	27.3193	27.9425	28.5609				
			OCT 2013		26.7453	27.4331	28.1389	28.7808	29.4177				
			OCT 2014		27.5477	28.2561	28.9831	29.6442	30.3002				
HEALTH EDUCATOR I	030785		OCT 2012		31.2453	32.0285	32.8314	33.6544	34.4981	35.3628	36.2492		
			OCT 2013		32.1827	32.9894	33.8163	34.6640	35.5330	36.4237	37.3367		
			OCT 2014		33.1482	33.9791	34.8308	35.7039	36.5990	37.5164	38.4568		
HEALTH EDUCATOR II	030786		OCT 2012		33.1253	33.9556	34.8068	35.6792	36.5736	37.4900	38.4296		
			OCT 2013		34.1191	34.9743	35.8510	36.7496	37.6708	38.6147	39.5825		
			OCT 2014		35.1427	36.0235	36.9265	37.8521	38.8009	39.7731	40.7700		
HEALTH EDUCATOR LEAD I	030787		OCT 2012		32.8119	33.6346	34.4776	35.3418	36.2277	37.1356	38.0661		
			OCT 2013		33.7963	34.6436	35.5119	36.4021	37.3145	38.2497	39.2081		
			OCT 2014		34.8102	35.6829	36.5773	37.4942	38.4339	39.3972	40.3843		

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HEALTH EDUCATOR LEAD II	030788		OCT 2012		34.7860	35.6580	36.5516	37.4677	38.4067	39.3691	40.3555			
			OCT 2013		35.8296	36.7277	37.6481	38.5917	39.5589	40.5502	41.5662			
			OCT 2014		36.9045	37.8295	38.7775	39.7495	40.7457	41.7667	42.8132			
HEALTH INFORMATION CODER I	057812		OCT 2012		32.7021	34.2091	35.8873	38.0619	39.9627	41.9491				
			OCT 2013		33.6832	35.2354	36.9639	39.2038	41.1616	43.2076				
			OCT 2014		34.6937	36.2925	38.0728	40.3799	42.3964	44.5038				
HEALTH INFORMATION CODER II	057813		OCT 2012		36.3496	38.0104	39.8772	42.2917	44.3980	46.6237	48.9652			
			OCT 2013		37.4401	39.1507	41.0735	43.5605	45.7299	48.0224	50.4342			
			OCT 2014		38.5633	40.3252	42.3057	44.8673	47.1018	49.4631	51.9472			
HEALTH INFORMATION CODER III	057814		OCT 2012		39.0721	40.8705	42.8736	45.4766	47.7370	50.1342	52.6517			
			OCT 2013		40.2443	42.0966	44.1598	46.8409	49.1691	51.6382	54.2313			
			OCT 2014		41.4516	43.3595	45.4846	48.2461	50.6442	53.1873	55.8582			
HEALTH INFORMATION CODER TRAINEE	057810		OCT 2012		26.9001									
			OCT 2013		27.7071									
			OCT 2014		28.5383									
HISTOLOGIC TECHNICIAN I	034452		OCT 2012		34.9085	35.8291	36.7502	37.5027	38.0963	38.5975	40.1451			
			OCT 2013		35.9558	36.9040	37.8527	38.6278	39.2392	39.7554	41.3495			
			OCT 2014		37.0345	38.0111	38.9883	39.7866	40.4164	40.9481	42.5900			
HISTOLOGIC TECHNICIAN II	034453		OCT 2012		37.7813	38.7779	39.7744	40.8082	41.4961	41.9664	43.6486			
			OCT 2013		38.9147	39.9412	40.9676	42.0324	42.7410	43.2254	44.9581			
			OCT 2014		40.0821	41.1394	42.1966	43.2934	44.0232	44.5222	46.3068			
HISTOLOGIC TECHNICIAN SUPV	034462		OCT 2012		41.8140	42.9170	44.0198	45.1169	45.9938	46.6520	48.5217			
			OCT 2013		43.0684	44.2045	45.3404	46.4704	47.3736	48.0516	49.9774			
			OCT 2014		44.3605	45.5306	46.7006	47.8645	48.7948	49.4931	51.4767			
HISTOLOGIC TECHNICIAN TRAINEE	034450		OCT 2012		29.2026	29.9724	30.7435	31.2591	31.9911	32.7230	34.0355			
			OCT 2013		30.0787	30.8716	31.6658	32.1969	32.9508	33.7047	35.0566			
			OCT 2014		30.9811	31.7977	32.6158	33.1628	33.9393	34.7158	36.1083			
HOME HEALTH AIDE	090302		OCT 2012		22.8447	23.4329	24.0364	24.5816	25.1479	25.6531				
			OCT 2013		23.5300	24.1359	24.7575	25.3190	25.9023	26.4227				
			OCT 2014		24.2359	24.8600	25.5002	26.0786	26.6794	27.2154				

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HOUSEKEEPING AIDE	092312		OCT 2012		21.9070	22.4709	23.0491	23.6555	24.2617				
			OCT 2013		22.5642	23.1450	23.7406	24.3652	24.9896				
			OCT 2014		23.2411	23.8394	24.4528	25.0962	25.7393				
HOUSEKEEPING HEAD AIDE	092314		OCT 2012		23.0070	23.5991	24.2061	24.8426	25.4792				
			OCT 2013		23.6972	24.3071	24.9323	25.5879	26.2436				
			OCT 2014		24.4081	25.0363	25.6803	26.3555	27.0309				
IMAGING TECH AIDE	090707		OCT 2012		22.9160	23.5061	24.1110	24.6648	25.2186	25.6692			
			OCT 2013		23.6035	24.2113	24.8343	25.4047	25.9752	26.4393			
			OCT 2014		24.3116	24.9376	25.5793	26.1668	26.7545	27.2325			
IMAGING TECHNICIAN AIDE SR	090709		OCT 2012		24.0663	24.6859	25.3209	25.9026	26.4842	26.9572			
			OCT 2013		24.7883	25.4265	26.0805	26.6797	27.2787	27.7659			
			OCT 2014		25.5319	26.1893	26.8629	27.4801	28.0971	28.5989			
INTERPRETER	030701		OCT 2012		25.3042	25.8950	26.5128	27.1439	27.7885	28.4467	29.1314		
			OCT 2013		26.0633	26.6719	27.3082	27.9582	28.6222	29.3001	30.0053		
			OCT 2014		26.8452	27.4721	28.1274	28.7969	29.4809	30.1791	30.9055		
INTERPRETER/ MULTI-LINGUAL	030702		OCT 2012		26.0427	26.6336	27.2514	27.8826	28.5270	29.1850	29.8699		
			OCT 2013		26.8240	27.4326	28.0689	28.7191	29.3828	30.0606	30.7660		
			OCT 2014		27.6287	28.2556	28.9110	29.5807	30.2643	30.9624	31.6890		
INTERPRETER/TRANSLATOR	030703		OCT 2012		26.6336	27.2647	27.9094	28.5809	29.2522	29.9505	30.6759		
			OCT 2013		27.4326	28.0826	28.7467	29.4383	30.1298	30.8490	31.5962		
			OCT 2014		28.2556	28.9251	29.6091	30.3214	31.0337	31.7745	32.5441		
INVASIVE CARDIOVASCULAR SPECIALIST	038102		OCT 2012		47.0711	48.4857	49.9432	51.4442	52.9902	54.5825	56.2228	57.9122	59.6523
			OCT 2013		48.4832	49.9403	51.4415	52.9875	54.5799	56.2200	57.9095	59.6496	61.4419
			OCT 2014		49.9377	51.4385	52.9847	54.5771	56.2173	57.9066	59.6468	61.4391	63.2852
KPPACC Activity Assistant	090917		OCT 2012		20.8778	21.4157	21.9668	22.7759	24.2252	25.5899			
			OCT 2013		21.5041	22.0582	22.6258	23.4592	24.9520	26.3576			
			OCT 2014		22.1492	22.7199	23.3046	24.1630	25.7006	27.1483			
KPPACC Business Office Clerk	090901		OCT 2012		18.8599	19.3459	19.8442	20.2641	20.8465	21.4279			
			OCT 2013		19.4257	19.9263	20.4395	20.8720	21.4719	22.0707			
			OCT 2014		20.0085	20.5241	21.0527	21.4982	22.1161	22.7328			

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KPPACC Cert Occup Therp Asst II	090915		OCT 2012		31.9570	32.7791	33.6218	34.4381	35.3318	36.1473			
			OCT 2013		32.9157	33.7625	34.6305	35.4712	36.3918	37.2317			
			OCT 2014		33.9032	34.7754	35.6694	36.5353	37.4836	38.3487			
KPPACC Certified Nursing Assistant	090908		OCT 2012		17.6593	18.3692	19.0943	19.8648	20.6652	21.3602			
			OCT 2013		18.1891	18.9203	19.6671	20.4607	21.2852	22.0010			
			OCT 2014		18.7348	19.4879	20.2571	21.0745	21.9238	22.6610			
KPPACC EVS Aide	090905		OCT 2012		14.9857	15.5898	16.2241	16.8739	17.5535	18.2635			
			OCT 2013		15.4353	16.0575	16.7108	17.3801	18.0801	18.8114			
			OCT 2014		15.8984	16.5392	17.2121	17.9015	18.6225	19.3757			
KPPACC Laboratory Asst. II	090922		OCT 2012		24.3621	24.9893	25.6325	26.1110	26.8045	27.4994			
			OCT 2013		25.0930	25.7390	26.4015	26.8943	27.6086	28.3244			
			OCT 2014		25.8458	26.5112	27.1935	27.7011	28.4369	29.1741			
KPPACC Lead EVS Aide	090906		OCT 2012		15.7259	16.3602	17.0398	17.7197	18.4296	19.1699			
			OCT 2013		16.1977	16.8510	17.5510	18.2513	18.9825	19.7450			
			OCT 2014		16.6836	17.3565	18.0775	18.7988	19.5520	20.3374			
KPPACC Licensed Vocational Nurse	090911		OCT 2012		31.7747	32.6134	33.4520	34.2664	35.0577	35.8478	36.6389		
			OCT 2013		32.7279	33.5918	34.4556	35.2944	36.1094	36.9232	37.7381		
			OCT 2014		33.7097	34.5996	35.4893	36.3532	37.1927	38.0309	38.8702		
KPPACC Maintenance Assistant	090902		OCT 2012		20.3029	20.8126	21.3351	21.8708	22.4197	22.9825			
			OCT 2013		20.9120	21.4370	21.9752	22.5269	23.0923	23.6720			
			OCT 2014		21.5394	22.0801	22.6345	23.2027	23.7851	24.3822			
KPPACC Nutrition Clerk	090923		OCT 2012		15.6336	16.2628	16.9169	17.5974	18.3047	19.0404			
			OCT 2013		16.1026	16.7507	17.4244	18.1253	18.8538	19.6116			
			OCT 2014		16.5857	17.2532	17.9471	18.6691	19.4194	20.1999			
KPPACC Nutrition Clerk SR	090924		OCT 2012		16.4202	17.0803	17.7672	18.4815	19.2245	19.9970			
			OCT 2013		16.9128	17.5927	18.3002	19.0359	19.8012	20.5969			
			OCT 2014		17.4202	18.1205	18.8492	19.6070	20.3952	21.2148			
KPPACC Nutritional Aide	090904		OCT 2012		15.4387	16.0598	16.7057	17.3776	18.0762	18.8028			
			OCT 2013		15.9019	16.5416	17.2069	17.8989	18.6185	19.3669			
			OCT 2014		16.3790	17.0378	17.7231	18.4359	19.1771	19.9479			

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KPPACC Physical Therp Asst II	090916		OCT 2012		31.9570	32.7791	33.6218	34.4381	35.3318	36.1473			
			OCT 2013		32.9157	33.7625	34.6305	35.4712	36.3918	37.2317			
			OCT 2014		33.9032	34.7754	35.6694	36.5353	37.4836	38.3487			
KPPACC Receptionist	090910		OCT 2012		18.8376	19.3230	19.8205	20.1540	20.6265	20.9238			
			OCT 2013		19.4027	19.9027	20.4151	20.7586	21.2453	21.5515			
			OCT 2014		19.9848	20.4998	21.0276	21.3814	21.8827	22.1980			
KPPACC Records Clerk	090909		OCT 2012		19.7179	20.2273	20.7482	21.2329	21.8950	22.5675			
			OCT 2013		20.3094	20.8341	21.3706	21.8699	22.5519	23.2445			
			OCT 2014		20.9187	21.4591	22.0117	22.5260	23.2285	23.9418			
KPPACC Rehab Aide	090913		OCT 2012		17.6593	18.3692	19.0943	19.8648	20.6652	21.3602			
			OCT 2013		18.1891	18.9203	19.6671	20.4607	21.2852	22.0010			
			OCT 2014		18.7348	19.4879	20.2571	21.0745	21.9238	22.6610			
KPPACC Resp Care Practitioner I	090918		OCT 2012		37.3649	38.3509	39.3363	40.1018	41.0594	42.0163			
			OCT 2013		38.4858	39.5014	40.5164	41.3049	42.2912	43.2768			
			OCT 2014		39.6404	40.6864	41.7319	42.5440	43.5599	44.5751			
KPPACC Resp Care Practitioner I REG	090919		OCT 2012		39.2377	40.2726	41.3071	42.1119	43.1166	44.1196			
			OCT 2013		40.4148	41.4808	42.5463	43.3753	44.4101	45.4432			
			OCT 2014		41.6272	42.7252	43.8227	44.6766	45.7424	46.8065			
KPPACC Resp Care Practitioner II	090920		OCT 2012		39.3656	40.4038	41.4419	42.3981	43.9300	45.8437	47.7578		
			OCT 2013		40.5466	41.6159	42.6852	43.6700	45.2479	47.2190	49.1905		
			OCT 2014		41.7630	42.8644	43.9658	44.9801	46.6053	48.6356	50.6662		
KPPACC Resp Care Practitioner II REG	090921		OCT 2012		41.3386	42.4279	43.5187	44.5227	46.1309	48.1411	50.1504		
			OCT 2013		42.5788	43.7007	44.8243	45.8584	47.5148	49.5853	51.6549		
			OCT 2014		43.8562	45.0117	46.1690	47.2342	48.9402	51.0729	53.2045		
KPPACC Restorative Nurse Assistant	090914		OCT 2012		19.1699	19.9402	20.6192	21.5747	22.4411	23.3425			
			OCT 2013		19.7450	20.5384	21.2378	22.2219	23.1143	24.0428			
			OCT 2014		20.3374	21.1546	21.8749	22.8886	23.8077	24.7641			
KPPACC Soc Worker/Discharge Planner	090931		OCT 2012		31.7747	32.6134	33.4520	34.2664	35.0577	35.8478	36.6389		
			OCT 2013		32.7279	33.5918	34.4556	35.2944	36.1094	36.9232	37.7381		
			OCT 2014		33.7097	34.5996	35.4893	36.3532	37.1927	38.0309	38.8702		

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KPPACC Staffing Assistant	090912		OCT 2012		24.6716	25.3066	25.9573	26.5636	27.3919	28.2207			
			OCT 2013		25.4117	26.0658	26.7360	27.3605	28.2137	29.0673			
			OCT 2014		26.1741	26.8478	27.5381	28.1813	29.0601	29.9393			
KPPACC Storekeeper II	090903		OCT 2012		18.3343	18.8067	19.2912	19.7822	20.4589	20.9724			
			OCT 2013		18.8843	19.3709	19.8699	20.3757	21.0727	21.6016			
			OCT 2014		19.4508	19.9520	20.4660	20.9870	21.7049	22.2496			
KPPACC Unit Assistant	090907		OCT 2012		17.6593	18.3692	19.0943	19.8648	20.6652	21.3602			
			OCT 2013		18.1891	18.9203	19.6671	20.4607	21.2852	22.0010			
			OCT 2014		18.7348	19.4879	20.2571	21.0745	21.9238	22.6610			
LABORATORY ASSISTANT I	090771		OCT 2012		23.4878	24.5758	25.2091	25.6324	26.2326	26.8334			
			OCT 2013		24.1924	25.3131	25.9654	26.4014	27.0196	27.6384			
			OCT 2014		24.9182	26.0725	26.7444	27.1934	27.8302	28.4676			
LABORATORY ASSISTANT II	090772		OCT 2012		25.0954	25.7416	26.4041	26.8970	27.6113	28.3270			
			OCT 2013		25.8483	26.5138	27.1962	27.7039	28.4396	29.1768			
			OCT 2014		26.6237	27.3092	28.0121	28.5350	29.2928	30.0521			
LABORATORY ASSISTANT III	090773		OCT 2012		25.8735	26.5195	27.1821	27.6751	28.3890	29.1049			
			OCT 2013		26.6497	27.3151	27.9976	28.5054	29.2407	29.9780			
			OCT 2014		27.4492	28.1346	28.8375	29.3606	30.1179	30.8773			
LABORATORY ASSISTANT SR	090774		OCT 2012		27.1716	27.8500	28.5455	29.0635	29.8130	30.5646			
			OCT 2013		27.9867	28.6855	29.4019	29.9354	30.7074	31.4815			
			OCT 2014		28.8263	29.5461	30.2840	30.8335	31.6286	32.4259			
LICENSED VOC NURSE IV CERT	032844		OCT 2012		33.3680	34.2488	35.1288	35.9844	36.8149	37.6448	38.4754		
			OCT 2013		34.3690	35.2763	36.1827	37.0639	37.9193	38.7741	39.6297		
			OCT 2014		35.4001	36.3346	37.2682	38.1758	39.0569	39.9373	40.8186		
LICENSED VOC NURSE IV CERT SR	032845		OCT 2012		34.3714	35.2790	36.1853	37.0664	37.9222	38.7769	39.6322		
			OCT 2013		35.4025	36.3374	37.2709	38.1784	39.0599	39.9402	40.8212		
			OCT 2014		36.4646	37.4275	38.3890	39.3238	40.2317	41.1384	42.0458		
LICENSED VOCATIONAL NURSE	032842		OCT 2012		31.7747	32.6134	33.4520	34.2664	35.0577	35.8478	36.6389		
			OCT 2013		32.7279	33.5918	34.4556	35.2944	36.1094	36.9232	37.7381		
			OCT 2014		33.7097	34.5996	35.4893	36.3532	37.1927	38.0309	38.8702		

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LICENSED VOCATIONAL NURSE SR	032843		OCT 2012		33.3680	34.2488	35.1288	35.9844	36.8149	37.6448	38.4754		
			OCT 2013		34.3690	35.2763	36.1827	37.0639	37.9193	38.7741	39.6297		
			OCT 2014		35.4001	36.3346	37.2682	38.1758	39.0569	39.9373	40.8186		
LINEN ROOM SUPERVISOR	092524		OCT 2012		22.4826	23.0612	23.6555	24.2617	24.8679				
			OCT 2013		23.1571	23.7530	24.3652	24.9896	25.6139				
			OCT 2014		23.8518	24.4656	25.0962	25.7393	26.3823				
LITHOTRIpsy TECHNICIAN	090704		OCT 2012		24.8586	25.4983	26.1541	26.7552	27.3557	27.8443			
			OCT 2013		25.6044	26.2632	26.9387	27.5579	28.1764	28.6796			
			OCT 2014		26.3725	27.0511	27.7469	28.3846	29.0217	29.5400			
LVC LASER TECHNICIAN	034545		OCT 2012		33.4225	34.2820	35.1628	37.0181	38.8743	40.7296	42.5851		
			OCT 2013		34.4252	35.3105	36.2177	38.1286	40.0405	41.9515	43.8627		
			OCT 2014		35.4580	36.3698	37.3042	39.2725	41.2417	43.2100	45.1786		
MEDICAL ASSISTANT	090702		OCT 2012		22.9160	23.5061	24.1110	24.6648	25.2186	25.6692			
			OCT 2013		23.6035	24.2113	24.8343	25.4047	25.9752	26.4393			
			OCT 2014		24.3116	24.9376	25.5793	26.1668	26.7545	27.2325			
MEDICAL ASSISTANT SR	090703		OCT 2012		24.0663	24.6859	25.3209	25.9026	26.4840	26.9572			
			OCT 2013		24.7883	25.4265	26.0805	26.6797	27.2785	27.7659			
			OCT 2014		25.5319	26.1893	26.8629	27.4801	28.0969	28.5989			
MEDICAL SECRETARY	051352		OCT 2012		28.9727	29.7373	30.5020	31.4146	26.4842	33.3872			
			OCT 2013		29.8419	30.6294	31.4171	32.3570	27.2787	34.3888			
			OCT 2014		30.7372	31.5483	32.3596	33.3277	28.0971	35.4205			
MEDICAL SECRETARY SR	051353		OCT 2012		30.4253	31.2284	32.0317	32.9903	34.0266	35.0607			
			OCT 2013		31.3381	32.1653	32.9927	33.9800	35.0474	36.1125			
			OCT 2014		32.2782	33.1303	33.9825	34.9994	36.0988	37.1959			
MEDICAL SECRETARY TRAINEE	051350		OCT 2012		23.3342	23.9345	24.5512	25.0092	25.6741	26.3387			
			OCT 2013		24.0342	24.6525	25.2877	25.7595	26.4443	27.1289			
			OCT 2014		24.7552	25.3921	26.0463	26.5323	27.2376	27.9428			
MENTAL HEALTH WORKER	090840		OCT 2012		25.3125	25.9811	26.6491	27.3072	27.9650	28.6004			
			OCT 2013		26.0719	26.7605	27.4486	28.1264	28.8040	29.4584			
			OCT 2014		26.8541	27.5633	28.2721	28.9702	29.6681	30.3422			

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MESSENGER DRIVER	072112		OCT 2012		22.0988	22.6676	23.2509	23.6555	23.9586				
			OCT 2013		22.7618	23.3476	23.9484	24.3652	24.6774				
			OCT 2014		23.4447	24.0480	24.6669	25.0962	25.4177				
MESSENGER DRIVER SR	072113		OCT 2012		23.4139	24.0168	24.6348	25.0387	25.3417				
			OCT 2013		24.1163	24.7373	25.3738	25.7899	26.1020				
			OCT 2014		24.8398	25.4794	26.1350	26.5636	26.8851				
MOLECULAR TECHNOLOGIST I	024745		OCT 2012		45.7605	46.9665	48.1735	48.8120	50.5317	52.2159	54.3082		
			OCT 2013		47.1333	48.3755	49.6187	50.2764	52.0477	53.7824	55.9374		
			OCT 2014		48.5473	49.8268	51.1073	51.7847	53.6091	55.3959	57.6155		
MOLECULAR TECHNOLOGIST II	024725		OCT 2012		47.2764	48.5231	49.7695	50.7280	52.4118	54.2736	56.4479		
			OCT 2013		48.6947	49.9788	51.2626	52.2498	53.9842	55.9018	58.1413		
			OCT 2014		50.1555	51.4782	52.8005	53.8173	55.6037	57.5789	59.8855		
MOLECULAR TECHNOLOGIST III	024726		OCT 2012		48.8939	50.1832	51.4723	52.6063	54.5392	56.4369	58.6980		
			OCT 2013		50.3607	51.6887	53.0165	54.1845	56.1754	58.1300	60.4589		
			OCT 2014		51.8715	53.2394	54.6070	55.8100	57.8607	59.8739	62.2727		
MOLECULAR TECHNOLOGIST SR	024727		OCT 2012		51.3429	52.6968	54.0505	55.2411	57.2706	59.2632	61.6375		
			OCT 2013		52.8832	54.2777	55.6720	56.8983	58.9887	61.0411	63.4866		
			OCT 2014		54.4697	55.9060	57.3422	58.6052	60.7584	62.8723	65.3912		
MOLECULAR TECHNOLOGIST TRAINEE	024728		OCT 2012		35.6548	37.1593							
			OCT 2013		36.7244	38.2741							
			OCT 2014		37.8261	39.4223							
MONITOR TECHNICIAN	051514		OCT 2012		24.0218	24.6268	25.2474	25.7655	26.3134	26.9531			
			OCT 2013		24.7425	25.3656	26.0048	26.5385	27.1028	27.7617			
			OCT 2014		25.4848	26.1266	26.7849	27.3347	27.9159	28.5946			
MRI TECHNOLOGIST I	024751		OCT 2012		46.0573	46.9813	47.9222	48.8828	49.8332				
			OCT 2013		47.4390	48.3907	49.3599	50.3493	51.3282				
			OCT 2014		48.8622	49.8424	50.8407	51.8598	52.8680				
MRI TECHNOLOGIST II	024752		OCT 2012		49.2408	50.2273	51.2334	52.2596	53.3066	54.3752	56.5537		
			OCT 2013		50.7180	51.7341	52.7704	53.8274	54.9058	56.0065	58.2503		
			OCT 2014		52.2395	53.2861	54.3535	55.4422	56.5530	57.6867	59.9978		

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MRI TECHNOLOGIST SUPV	024753		OCT 2012		52.4227	53.4730	54.5443	55.6371	56.7517	57.8885	60.2075		
			OCT 2013		53.9954	55.0772	56.1806	57.3062	58.4543	59.6252	62.0137		
			OCT 2014		55.6153	56.7295	57.8660	59.0254	60.2079	61.4140	63.8741		
MRI TECHNOLOGIST TRAINEE	024750		OCT 2012		40.8521	41.6708	42.5054						
			OCT 2013		42.0777	42.9209	43.7806						
			OCT 2014		43.3400	44.2085	45.0940						
NEURODIAGNOSTIC TECH I	030451		OCT 2012		48.9456	50.4125	51.9378	53.4917	55.1040	56.7598	58.4592		
			OCT 2013		50.4140	51.9249	53.4959	55.0965	56.7571	58.4626	60.2130		
			OCT 2014		51.9264	53.4826	55.1008	56.7494	58.4598	60.2165	62.0194		
NEURODIAGNOSTIC TECH II	030452		OCT 2012		50.4125	51.9378	53.4917	55.1040	56.7598	58.4592	60.2166		
			OCT 2013		51.9249	53.4959	55.0965	56.7571	58.4626	60.2130	62.0231		
			OCT 2014		53.4826	55.1008	56.7494	58.4598	60.2165	62.0194	63.8838		
NEUROPHYS MONITORING SPEC	030454		OCT 2012		50.4125	51.9378	53.4917	55.1040	56.7598	58.4592	60.2166		
			OCT 2013		51.9249	53.4959	55.0965	56.7571	58.4626	60.2130	62.0231		
			OCT 2014		53.4826	55.1008	56.7494	58.4598	60.2165	62.0194	63.8838		
NUCLEAR MEDICINE TECH I	034442		OCT 2012		51.4132	52.7685	54.1239	55.5474	56.9709	58.3941	59.8178		
			OCT 2013		52.9556	54.3516	55.7476	57.2138	58.6800	60.1459	61.6123		
			OCT 2014		54.5443	55.9821	57.4200	58.9302	60.4404	61.9503	63.4607		
NUCLEAR MEDICINE TECH II	034443		OCT 2012		54.5747	56.0130	57.4506	59.1915	61.0105	62.7521	65.2659		
			OCT 2013		56.2119	57.6934	59.1741	60.9672	62.8408	64.6347	67.2239		
			OCT 2014		57.8983	59.4242	60.9493	62.7962	64.7260	66.5737	69.2406		
NUCLEAR MEDICINE TECH SUPV	034444		OCT 2012		57.3077	58.8179	60.3277	62.1558	64.0656	65.8944	68.5336		
			OCT 2013		59.0269	60.5824	62.1375	64.0205	65.9876	67.8712	70.5896		
			OCT 2014		60.7977	62.3999	64.0016	65.9411	67.9672	69.9073	72.7073		
NURSE ASSISTANT	090832		OCT 2012		22.7304	23.3150	23.9153	24.4663	25.0380	25.5478			
			OCT 2013		23.4123	24.0145	24.6328	25.2003	25.7891	26.3142			
			OCT 2014		24.1147	24.7349	25.3718	25.9563	26.5628	27.1036			
NURSE ASSISTANT SR	090834		OCT 2012		23.8715	24.4854	25.1156	25.6944	26.2945	26.8296			
			OCT 2013		24.5876	25.2200	25.8691	26.4652	27.0833	27.6345			
			OCT 2014		25.3252	25.9766	26.6452	27.2592	27.8958	28.4635			

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NURSE ASSISTANT TRAINEE	090831		OCT 2012		19.5789								
			OCT 2013		20.1663								
			OCT 2014		20.7713								
NURSING WORK-STUDY INTERN	090836		OCT 2012	22.7304	23.3150	23.9153	24.4663	25.0380	25.5478				
			OCT 2013	23.4123	24.0145	24.6328	25.2003	25.7891	26.3142				
			OCT 2014	24.1147	24.7349	25.3718	25.9563	26.5628	27.1036				
NUTRITION AIDE	091822		OCT 2012	21.6562	22.2144	22.7867	23.6496	24.2252					
			OCT 2013	22.3059	22.8808	23.4703	24.3591	24.9520					
			OCT 2014	22.9751	23.5672	24.1744	25.0899	25.7006					
NUTRITION ASSISTANT	051001		OCT 2012	27.0132	27.7975	28.5819	29.3661	30.2232	31.0512	31.9372			
			OCT 2013	27.8236	28.6314	29.4394	30.2471	31.1299	31.9827	32.8953			
			OCT 2014	28.6583	29.4903	30.3226	31.1545	32.0638	32.9422	33.8822			
NUTRITION CLERK	051262		OCT 2012	21.9306	22.4954	23.0742	23.9373	24.5126					
			OCT 2013	22.5885	23.1703	23.7664	24.6554	25.2480					
			OCT 2014	23.2662	23.8654	24.4794	25.3951	26.0054					
NUTRITION CLERK SR	051263		OCT 2012	23.0314	23.6246	24.2322	25.1387	25.7428					
			OCT 2013	23.7223	24.3333	24.9592	25.8929	26.5151					
			OCT 2014	24.4340	25.0633	25.7080	26.6697	27.3106					
NUTRITION PARTNER	091823		OCT 2012	21.9306	22.4954	23.0742	23.9373	24.5126					
			OCT 2013	22.5885	23.1703	23.7664	24.6554	25.2480					
			OCT 2014	23.2662	23.8654	24.4794	25.3951	26.0054					
OB TECHNICIAN	034492		OCT 2012	23.9478	24.5640	25.1959	25.8221	26.5096	27.1357				
			OCT 2013	24.6662	25.3009	25.9518	26.5968	27.3049	27.9498				
			OCT 2014	25.4062	26.0599	26.7304	27.3947	28.1240	28.7883				
OB TECHNICIAN SR	034493		OCT 2012	25.1498	25.7967	26.4601	27.1180	27.8397	28.4970				
			OCT 2013	25.9043	26.5706	27.2539	27.9315	28.6749	29.3519				
			OCT 2014	26.6814	27.3677	28.0715	28.7694	29.5351	30.2325				
OCCUP HEALTH TECH CERT	090705		OCT 2012	23.3497	23.9511	24.5675	25.1320	25.6959	26.1552				
			OCT 2013	24.0502	24.6696	25.3045	25.8860	26.4668	26.9399				
			OCT 2014	24.7717	25.4097	26.0636	26.6626	27.2608	27.7481				

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OCCUP HEALTH TECH SR CERT	090706		OCT 2012		24.5220	25.1533	25.8004	26.3931	26.9853	27.4678			
			OCT 2013		25.2577	25.9079	26.5744	27.1849	27.7949	28.2918			
			OCT 2014		26.0154	26.6851	27.3716	28.0004	28.6287	29.1406			
OCCUPATIONAL THERP ASST I CERT	030742		OCT 2012		27.7750	28.4893	29.2220	29.9320	30.7091	31.4179			
			OCT 2013		28.6083	29.3440	30.0987	30.8300	31.6304	32.3604			
			OCT 2014		29.4665	30.2243	31.0017	31.7549	32.5793	33.3312			
OCCUPATIONAL THERP ASST II CERT	030743		OCT 2012		31.9570	32.7791	33.6218	34.4381	35.3318	36.1473			
			OCT 2013		32.9157	33.7625	34.6305	35.4712	36.3918	37.2317			
			OCT 2014		33.9032	34.7754	35.6694	36.5353	37.4836	38.3487			
OPHTHALMIC PHOTOGRAPHER	034542		OCT 2012		29.8106	30.5772	31.3638	32.1035	34.5701	37.0378			
			OCT 2013		30.7049	31.4945	32.3047	33.0666	35.6072	38.1489			
			OCT 2014		31.6260	32.4393	33.2738	34.0586	36.6754	39.2934			
OPHTHALMIC TECHNICIAN	034543		OCT 2012		31.8259	32.6450	33.4847	35.2513	37.0187	38.7857	40.5529		
			OCT 2013		32.7807	33.6244	34.4892	36.3088	38.1293	39.9493	41.7695		
			OCT 2014		33.7641	34.6331	35.5239	37.3981	39.2732	41.1478	43.0226		
OPHTHALMIC TECHNICIAN II CERT	034544		OCT 2012		33.4225	34.2820	35.1628	37.0181	38.8743	40.7296	42.5851		
			OCT 2013		34.4252	35.3105	36.2177	38.1286	40.0405	41.9515	43.8627		
			OCT 2014		35.4580	36.3698	37.3042	39.2725	41.2417	43.2100	45.1786		
OR EQUIPMENT TECH	030310		OCT 2012		27.1223	27.8198	28.5356	29.2450	30.0226	30.7318			
			OCT 2013		27.9360	28.6544	29.3917	30.1224	30.9233	31.6538			
			OCT 2014		28.7741	29.5140	30.2735	31.0261	31.8510	32.6034			
OR EQUIPMENT TECH SR	030311		OCT 2012		28.4831	29.2154	29.9665	30.7114	31.5281	32.2729			
			OCT 2013		29.3376	30.0919	30.8655	31.6327	32.4739	33.2411			
			OCT 2014		30.2177	30.9947	31.7915	32.5817	33.4481	34.2383			
ORTHOPEDIC TECHNICIAN I	030331		OCT 2012		27.1223	27.8198	28.5356	29.2450	30.0226	30.7318			
			OCT 2013		27.9360	28.6544	29.3917	30.1224	30.9233	31.6538			
			OCT 2014		28.7741	29.5140	30.2735	31.0261	31.8510	32.6034			
ORTHOPEDIC TECHNICIAN II	030332		OCT 2012		27.6666	28.3780	29.1080	29.8314	30.6249	31.3480			
			OCT 2013		28.4966	29.2293	29.9812	30.7263	31.5436	32.2884			
			OCT 2014		29.3515	30.1062	30.8806	31.6481	32.4899	33.2571			

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ORTHOPEDIC TECHNICIAN SR	030333		OCT 2012		29.0543	29.8014	30.5678	31.3275	32.1607	32.9201	33.7453		
			OCT 2013		29.9259	30.6954	31.4848	32.2673	33.1255	33.9077	34.7577		
			OCT 2014		30.8237	31.6163	32.4293	33.2353	34.1193	34.9249	35.8004		
OUTPATIENT/AMBULATORY CODER	057815		OCT 2012		30.4394	31.3554	32.2988	33.2705	34.2713	35.3020			
			OCT 2013		31.3526	32.2961	33.2678	34.2686	35.2994	36.3611			
			OCT 2014		32.2932	33.2650	34.2658	35.2967	36.3584	37.4519			
PACEMAKER TECHNICIAN	030304		OCT 2012		28.1171	28.7898	29.4793	30.2774	31.4262	32.2751			
			OCT 2013		28.9606	29.6535	30.3637	31.1857	32.3690	33.2434			
			OCT 2014		29.8294	30.5431	31.2746	32.1213	33.3401	34.2407			
PACEMAKER TECHNICIAN SR	030305		OCT 2012		29.5280	30.2336	30.9576	31.7957	33.0025	34.0228			
			OCT 2013		30.4138	31.1406	31.8863	32.7496	33.9926	35.0435			
			OCT 2014		31.3262	32.0748	32.8429	33.7321	35.0124	36.0948			
PATHOLOGY TECHNICAL ASST HS PATHOLOGY TECH ASST I AA	030722		OCT 2012		27.0318	27.7272	28.4403	29.1473	29.9224	30.6286	31.8573		
	030724		OCT 2013		27.8428	28.5590	29.2935	30.0217	30.8201	31.5475	32.8130		
			OCT 2014		28.6781	29.4158	30.1723	30.9224	31.7447	32.4939	33.7974		
PATHOLOGY TECHNICAL ASST SR HS PATHOLOGY TECH ASST SR AA	030723		OCT 2012		28.3879	29.1180	29.8666	30.6088	31.4231	32.1647	33.4550		
	030725		OCT 2013		29.2395	29.9915	30.7626	31.5271	32.3658	33.1296	34.4587		
			OCT 2014		30.1167	30.8912	31.6855	32.4729	33.3368	34.1235	35.4925		
PATIENT CARE TECH	090835		OCT 2012		24.0811	24.7006	25.3366	25.8670	26.4285	27.0838			
			OCT 2013		24.8035	25.4416	26.0967	26.6430	27.2214	27.8963			
			OCT 2014		25.5476	26.2048	26.8796	27.4423	28.0380	28.7332			
PATIENT MOBILITY TECH I	030373		OCT 2012		23.1923	23.7887	24.4012	24.9634	25.5462	26.0667			
			OCT 2013		23.8881	24.5024	25.1332	25.7123	26.3126	26.8487			
			OCT 2014		24.6047	25.2375	25.8872	26.4837	27.1020	27.6542			
PATIENT MOBILITY TECH II	030374		OCT 2012		24.0811	24.7006	25.3366	25.8670	26.4285	27.0838			
			OCT 2013		24.8035	25.4416	26.0967	26.6430	27.2214	27.8963			
			OCT 2014		25.5476	26.2048	26.8796	27.4423	28.0380	28.7332			
PATIENT TRANSPORTATION AIDE	030372		OCT 2012		21.3746	21.9245	22.4891	22.8325	23.2980	23.7622			
			OCT 2013		22.0158	22.5822	23.1638	23.5175	23.9969	24.4751			
			OCT 2014		22.6763	23.2597	23.8587	24.2230	24.7168	25.2094			

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PHARMACY INTERN	033400		OCT 2012		25.5592	26.2169	26.8918	27.3935	28.1214	28.8501			
			OCT 2013		26.3260	27.0034	27.6986	28.2153	28.9650	29.7156			
			OCT 2014		27.1158	27.8135	28.5296	29.0618	29.8340	30.6071			
PHARMACY TECH INPATIENT LEAD	034654		OCT 2012		27.2335	27.9341	28.6530	29.1795	29.9439	31.8930			
			OCT 2013		28.0505	28.7721	29.5126	30.0549	30.8422	32.8498			
			OCT 2014		28.8920	29.6353	30.3980	30.9565	31.7675	33.8353			
PHARMACY TECH OUTPATIENT LEAD	034655		OCT 2012		26.1721	26.8456	27.5361	28.0425	28.7772	30.0814			
			OCT 2013		26.9573	27.6510	28.3622	28.8838	29.6405	30.9838			
			OCT 2014		27.7660	28.4805	29.2131	29.7503	30.5297	31.9133			
PHARMACY TECHNICIAN INPATIENT	034652		OCT 2012		25.9324	26.5993	27.2841	27.7856	28.5137	30.3701			
			OCT 2013		26.7104	27.3973	28.1026	28.6192	29.3691	31.2812			
			OCT 2014		27.5117	28.2192	28.9457	29.4778	30.2502	32.2196			
PHARMACY TECHNICIAN OUTPATIENT	034653		OCT 2012		24.9219	25.5629	26.2207	26.7033	27.4022	28.6446			
			OCT 2013		25.6696	26.3298	27.0073	27.5044	28.2243	29.5039			
			OCT 2014		26.4397	27.1197	27.8175	28.3295	29.0710	30.3890			
PHYSICAL THERAPY AIDE	030302		OCT 2012		22.5296	23.1098	23.7048	24.1004	24.6617	25.2238			
			OCT 2013		23.2055	23.8031	24.4159	24.8234	25.4016	25.9805			
			OCT 2014		23.9017	24.5172	25.1484	25.5681	26.1636	26.7599			
PHYSICAL THERAPY AIDE SR	030303		OCT 2012		23.6608	24.2701	24.8944	25.3100	25.8997	26.4927			
			OCT 2013		24.3706	24.9982	25.6412	26.0693	26.6767	27.2875			
			OCT 2014		25.1017	25.7481	26.4104	26.8514	27.4770	28.1061			
PHYSICAL THERAPY ASST I	030732		OCT 2012		30.1432	30.9183	31.7136	32.4838	33.3268	34.0962			
			OCT 2013		31.0475	31.8458	32.6650	33.4583	34.3266	35.1191			
			OCT 2014		31.9789	32.8012	33.6450	34.4620	35.3564	36.1727			
PHYSICAL THERAPY ASST II	030733		OCT 2012		31.9570	32.7791	33.6218	34.4381	35.3318	36.1473			
			OCT 2013		32.9157	33.7625	34.6305	35.4712	36.3918	37.2317			
			OCT 2014		33.9032	34.7754	35.6694	36.5353	37.4836	38.3487			
PROFESSIONAL SVCS CODER I	057804		OCT 2012		28.9129	29.7829	30.6792	31.6024	32.5531	33.5324			
			OCT 2013		29.7803	30.6764	31.5996	32.5505	33.5297	34.5384			
			OCT 2014		30.6737	31.5967	32.5476	33.5270	34.5356	35.5746			

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PROFESSIONAL SVCS CODER II	057805		OCT 2012		30.4394	31.3554	32.2988	33.2705	34.2713	35.3020			
			OCT 2013		31.3526	32.2961	33.2678	34.2686	35.2994	36.3611			
			OCT 2014		32.2932	33.2650	34.2658	35.2967	36.3584	37.4519			
PROFESSIONAL SVCS CODER III	057806		OCT 2012		32.0463	33.0103	34.0033	35.0262	36.0797	37.1648			
			OCT 2013		33.0077	34.0006	35.0234	36.0770	37.1621	38.2797			
			OCT 2014		33.9979	35.0206	36.0741	37.1593	38.2770	39.4281			
PROJECTOR OPERATOR	073202		OCT 2012		22.1521	22.7235	23.3070	23.9137	24.5194				
			OCT 2013		22.8167	23.4052	24.0062	24.6311	25.2550				
			OCT 2014		23.5012	24.1074	24.7264	25.3700	26.0127				
PSYCHIATRIC ATTENDANT	030802		OCT 2012		25.3125	25.9811	26.6491	27.3072	27.9650	28.6004			
			OCT 2013		26.0719	26.7605	27.4486	28.1264	28.8040	29.4584			
			OCT 2014		26.8541	27.5633	28.2721	28.9702	29.6681	30.3422			
PSYCHIATRIC TECHNICIAN	030322		OCT 2012		29.2739	30.0467	30.8192	31.5700	32.2993	33.0274	33.7565		
			OCT 2013		30.1521	30.9481	31.7438	32.5171	33.2683	34.0182	34.7692		
			OCT 2014		31.0567	31.8765	32.6961	33.4926	34.2663	35.0387	35.8123		
PSYCHIATRIC TECHNICIAN SR	030323		OCT 2012		30.7422	31.5538	32.3645	33.1529	33.9183	34.6833	35.4490		
			OCT 2013		31.6645	32.5004	33.3354	34.1475	34.9358	35.7238	36.5125		
			OCT 2014		32.6144	33.4754	34.3355	35.1719	35.9839	36.7955	37.6079		
RADIATION ONCOLOGY TECH RADIATION ONCOLOGY AIDE	034684 034678		OCT 2012		27.6666	28.3780	29.1080	29.8314	30.6249	31.3480			
			OCT 2013		28.4966	29.2293	29.9812	30.7263	31.5436	32.2884			
			OCT 2014		29.3515	30.1062	30.8806	31.6481	32.4899	33.2571			
RADIATION THERAPIST	034475		OCT 2012		54.1506	55.7460	57.3238	59.1783	61.9720	64.9477	67.5617		
			OCT 2013		55.7751	57.4184	59.0435	60.9536	63.8312	66.8961	69.5886		
			OCT 2014		57.4484	59.1410	60.8148	62.7822	65.7461	68.9030	71.6763		
RADIATION THERAPIST LEAD	034476		OCT 2012		56.8628	58.5379	60.1946	62.1416	65.0751	68.1994	70.9443		
			OCT 2013		58.5687	60.2940	62.0004	64.0058	67.0274	70.2454	73.0726		
			OCT 2014		60.3258	62.1028	63.8604	65.9260	69.0382	72.3528	75.2648		
RADIOLOGIC FILM PROC TECH LEAD	075024		OCT 2012		36.3902	37.4848	38.5793	39.6736	40.7681	41.8624			
			OCT 2013		37.4819	38.6093	39.7367	40.8638	41.9911	43.1183			
			OCT 2014		38.6064	39.7676	40.9288	42.0897	43.2508	44.4118			

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RADIOLOGIC FILM PROCESSOR TECH I	075022		OCT 2012	30.0583	30.7545	31.5455	32.3964	33.5580	34.7189				
			OCT 2013	30.9600	31.6771	32.4919	33.3683	34.5647	35.7605				
			OCT 2014	31.8888	32.6274	33.4667	34.3693	35.6016	36.8333				
RADIOLOGIC TECH I	034801		OCT 2012	40.2310									
			OCT 2013	41.4379									
			OCT 2014	42.6810									
RADIOLOGIC TECH II	034802		OCT 2012	42.2469	43.5170	44.8252	46.1727	47.5606	48.9902	50.4626	51.9791	53.5413	
			OCT 2013	43.5143	44.8225	46.1700	47.5579	48.9874	50.4599	51.9765	53.5385	55.1475	
			OCT 2014	44.8197	46.1672	47.5551	48.9846	50.4570	51.9737	53.5358	55.1447	56.8019	
RADIOLOGIC TECH III	034803		OCT 2012	43.5170	44.8252	46.1727	47.5606	48.9902	50.4626	51.9791	53.5413	55.1502	
			OCT 2013	44.8225	46.1700	47.5579	48.9874	50.4599	51.9765	53.5385	55.1475	56.8047	
			OCT 2014	46.1672	47.5551	48.9846	50.4570	51.9737	53.5358	55.1447	56.8019	58.5088	
RADIOLOGIC TECH IV	034804		OCT 2012	45.6975	47.0711	48.4857	49.9432	51.4442	52.9902	54.5825	56.2228	57.9122	
			OCT 2013	47.0684	48.4832	49.9403	51.4415	52.9875	54.5799	56.2200	57.9095	59.6496	
			OCT 2014	48.4805	49.9377	51.4385	52.9847	54.5771	56.2173	57.9066	59.6468	61.4391	
RADIOLOGIC TECH LEAD	034806		OCT 2012	49.4290	50.9147	52.4449	54.0209	55.6441	57.3160	59.0384	60.8123	62.6394	
			OCT 2013	50.9119	52.4421	54.0182	55.6415	57.3134	59.0355	60.8096	62.6367	64.5186	
			OCT 2014	52.4393	54.0154	55.6387	57.3107	59.0328	60.8066	62.6339	64.5158	66.4542	
RADIOLOGIC TECH V	034805		OCT 2012	47.0711	48.4857	49.9432	51.4442	52.9902	54.5825	56.2228	57.9122	59.6523	
			OCT 2013	48.4832	49.9403	51.4415	52.9875	54.5799	56.2200	57.9095	59.6496	61.4419	
			OCT 2014	49.9377	51.4385	52.9847	54.5771	56.2173	57.9066	59.6468	61.4391	63.2852	
RADIOLOGICAL FILM PROCESSOR TECH II	075025		OCT 2012	34.6533	35.6954	36.7379	37.7800	38.8224	39.8645				
			OCT 2013	35.6929	36.7663	37.8400	38.9134	39.9871	41.0604				
			OCT 2014	36.7637	37.8693	38.9752	40.0808	41.1867	42.2922				
RADIOLOGICAL TECH LIMITED	034481		OCT 2012	32.7840	33.6489	34.5141	35.0603	35.8366					
			OCT 2013	33.7675	34.6584	35.5495	36.1121	36.9117					
			OCT 2014	34.7805	35.6982	36.6160	37.1955	38.0191					
REGL LAB COMPUTER OPER ASST	070702		OCT 2012	25.3311	25.9247	26.5336	26.9792	27.6249	28.2720				
			OCT 2013	26.0910	26.7024	27.3296	27.7886	28.4536	29.1202				
			OCT 2014	26.8737	27.5035	28.1495	28.6223	29.3072	29.9938				

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REGL LAB SUPPORT SPECIALIST	090775		OCT 2012		25.0954	25.7416	26.4041	26.8970	27.6113	28.3270			
			OCT 2013		25.8483	26.5138	27.1962	27.7039	28.4396	29.1768			
			OCT 2014		26.6237	27.3092	28.0121	28.5350	29.2928	30.0521			
RESP CARE PERMITTEE	034620		OCT 2012		33.6194								
			OCT 2013		34.6280								
			OCT 2014		35.6668								
RESP CARE PRACTITIONER I	034625		OCT 2012		37.3649	38.3509	39.3363	40.1018	41.0594	42.0163			
			OCT 2013		38.4858	39.5014	40.5164	41.3049	42.2912	43.2768			
			OCT 2014		39.6404	40.6864	41.7319	42.5440	43.5599	44.5751			
RESP CARE PRACTITIONER I REG	034621		OCT 2012		39.2377	40.2726	41.3071	42.1119	43.1166	44.1196			
			OCT 2013		40.4148	41.4808	42.5463	43.3753	44.4101	45.4432			
			OCT 2014		41.6272	42.7252	43.8227	44.6766	45.7424	46.8065			
RESP CARE PRACTITIONER II	034626		OCT 2012		39.3656	40.4038	41.4419	42.3981	43.9300	45.8437	47.7578		
			OCT 2013		40.5466	41.6159	42.6852	43.6700	45.2479	47.2190	49.1905		
			OCT 2014		41.7630	42.8644	43.9658	44.9801	46.6053	48.6356	50.6662		
RESP CARE PRACTITIONER II REG	034622		OCT 2012		41.3386	42.4279	43.5187	44.5227	46.1309	48.1411	50.1504		
			OCT 2013		42.5788	43.7007	44.8243	45.8584	47.5148	49.5853	51.6549		
			OCT 2014		43.8562	45.0117	46.1690	47.2342	48.9402	51.0729	53.2045		
RESP CARE PRACTITIONER SUPV	034627		OCT 2012		43.4098	44.5538	45.6993	46.7537	48.4422	50.5525	52.6623		
			OCT 2013		44.7121	45.8904	47.0703	48.1563	49.8955	52.0691	54.2422		
			OCT 2014		46.0535	47.2671	48.4824	49.6010	51.3924	53.6312	55.8695		
RESPIRATORY SUPPLY AIDE	030432		OCT 2012		23.5957	24.2024	24.8257	25.3971	25.9906	26.5196			
			OCT 2013		24.3036	24.9285	25.5705	26.1590	26.7703	27.3152			
			OCT 2014		25.0327	25.6764	26.3376	26.9438	27.5734	28.1347			
RESPIRATORY SUPPLY AIDE SR	030433		OCT 2012		24.7798	25.4168	26.0713	26.6719	27.2947	27.8504			
			OCT 2013		25.5232	26.1793	26.8534	27.4721	28.1135	28.6859			
			OCT 2014		26.2889	26.9647	27.6590	28.2963	28.9569	29.5465			
SCHEDULE MAINTENANCE CLERK	051154		OCT 2012		24.6716	25.3066	25.9573	26.5636	27.3919	28.2207			
			OCT 2013		25.4117	26.0658	26.7360	27.3605	28.2137	29.0673			
			OCT 2014		26.1741	26.8478	27.5381	28.1813	29.0601	29.9393			

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SCHEDULE MAINTENANCE CLERK, SR	051156		OCT 2012	25.9098	26.5765	27.2599	27.8961	28.7664	29.6836				
			OCT 2013	26.6871	27.3738	28.0777	28.7330	29.6294	30.5741				
			OCT 2014	27.4877	28.1950	28.9200	29.5950	30.5183	31.4913				
SERVICE PARTNER	092311		OCT 2012	21.9070	22.4709	23.0491	23.6555	24.2617					
			OCT 2013	22.5642	23.1450	23.7406	24.3652	24.9896					
			OCT 2014	23.2411	23.8394	24.4528	25.0962	25.7393					
SLEEP TECHNOLOGIST I	034628		OCT 2012	26.8155	27.5045	28.2120	28.8623	29.5358	30.1372				
			OCT 2013	27.6200	28.3296	29.0584	29.7282	30.4219	31.0413				
			OCT 2014	28.4486	29.1795	29.9302	30.6200	31.3346	31.9725				
SLEEP TECHNOLOGIST II	034629		OCT 2012	31.8259	32.6450	33.4847	35.2513	37.0187	38.7857	40.5529			
			OCT 2013	32.7807	33.6244	34.4892	36.3088	38.1293	39.9493	41.7695			
			OCT 2014	33.7641	34.6331	35.5239	37.3981	39.2732	41.1478	43.0226			
SLEEP TECHNOLOGIST LEAD	034630		OCT 2012	33.4217	34.2819	35.1634	37.0183	38.8741	40.7295	42.5852			
			OCT 2013	34.4244	35.3104	36.2183	38.1288	40.0403	41.9514	43.8628			
			OCT 2014	35.4571	36.3697	37.3048	39.2727	41.2415	43.2099	45.1787			
SONOGRAPHER I	030437		OCT 2012	47.5224	48.9456	50.4125	51.9378	53.4917	55.1040	56.7598	58.4592	60.8124	
			OCT 2013	48.9481	50.4140	51.9249	53.4959	55.0965	56.7571	58.4626	60.2130	62.6368	
			OCT 2014	50.4165	51.9264	53.4826	55.1008	56.7494	58.4598	60.2165	62.0194	64.5159	
SONOGRAPHER I SUPV	030444		OCT 2012	52.2861	53.8551	55.4672	57.1375	58.8514	60.6235	62.4390	64.3273	66.8981	
			OCT 2013	53.8547	55.4708	57.1312	58.8516	60.6169	62.4422	64.3122	66.2571	68.9050	
			OCT 2014	55.4703	57.1349	58.8451	60.6171	62.4354	64.3155	66.2416	68.2448	70.9722	
SONOGRAPHER II	030438		OCT 2012	48.9456	50.4125	51.9378	53.4917	55.1040	56.7598	58.4592	60.2166	62.6278	
			OCT 2013	50.4140	51.9249	53.4959	55.0965	56.7571	58.4626	60.2130	62.0231	64.5066	
			OCT 2014	51.9264	53.4826	55.1008	56.7494	58.4598	60.2165	62.0194	63.8838	66.4418	
SONOGRAPHER II SUPV	030445		OCT 2012	53.8551	55.4672	57.1375	58.8514	60.6235	62.4390	64.3273	66.2591	68.9026	
			OCT 2013	55.4708	57.1312	58.8516	60.6169	62.4422	64.3122	66.2571	68.2469	70.9697	
			OCT 2014	57.1349	58.8451	60.6171	62.4354	64.3155	66.2416	68.2448	70.2943	73.0988	
SONOGRAPHER III	030439		OCT 2012	50.4125	51.9378	53.4917	55.1040	56.7598	58.4592	60.2166	62.0323	64.5160	
			OCT 2013	51.9249	53.4959	55.0965	56.7571	58.4626	60.2130	62.0231	63.8933	66.4515	
			OCT 2014	53.4826	55.1008	56.7494	58.4598	60.2165	62.0194	63.8838	65.8101	68.4450	

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SONOGRAPHER III SUPV	030446		OCT 2012		55.4672	57.1375	58.8514	60.6235	62.4390	64.3273	66.2591	68.2489	70.9798		
			OCT 2013		57.1312	58.8516	60.6169	62.4422	64.3122	66.2571	68.2469	70.2964	73.1092		
			OCT 2014		58.8451	60.6171	62.4354	64.3155	66.2416	68.2448	70.2943	72.4053	75.3025		
SONOGRAPHER IV	030440		OCT 2012		51.9378	53.4917	55.1040	56.7598	58.4592	60.2166	62.0323	63.8917	66.4481		
			OCT 2013		53.4959	55.0965	56.7571	58.4626	60.2130	62.0231	63.8933	65.8085	68.4415		
			OCT 2014		55.1008	56.7494	58.4598	60.2165	62.0194	63.8838	65.8101	67.7828	70.4947		
SONOGRAPHER IV SUPV	030447		OCT 2012		57.1375	58.8514	60.6235	62.4390	64.3273	66.2591	68.2489	70.2971	73.1149		
			OCT 2013		58.8516	60.6169	62.4422	64.3122	66.2571	68.2469	70.2964	72.4060	75.3083		
			OCT 2014		60.6171	62.4354	64.3155	66.2416	68.2448	70.2943	72.4053	74.5782	77.5675		
SONOGRAPHER TECHNICIAN	030436		OCT 2012		44.8206	46.1714	47.5658	48.9892	50.4562	51.9813	53.5354	55.1477	56.8035	58.5173	60.2751
			OCT 2013		46.1652	47.5565	48.9928	50.4589	51.9699	53.5407	55.1415	56.8021	58.5076	60.2728	62.0834
			OCT 2014		47.5502	48.9832	50.4626	51.9727	53.5290	55.1469	56.7957	58.5062	60.2628	62.0810	63.9459
SONOGRAPHER TRAINEE	030435		OCT 2012		40.7391										
			OCT 2013		41.9613										
			OCT 2014		43.2201										
SONOGRAPHER V	030441		OCT 2012		53.4917	55.1040	56.7598	58.4592	60.2166	62.0323	63.8917	65.8089	68.4523		
			OCT 2013		55.0965	56.7571	58.4626	60.2130	62.0231	63.8933	65.8085	67.7832	70.5059		
			OCT 2014		56.7494	58.4598	60.2165	62.0194	63.8838	65.8101	67.7828	69.8167	72.6211		
SONOGRAPHER V SUPV	030448		OCT 2012		58.8514	60.6235	62.4390	64.3273	66.2591	68.2489	70.2971	72.4032	75.3079		
			OCT 2013		60.6169	62.4422	64.3122	66.2571	68.2469	70.2964	72.4060	74.5753	77.5671		
			OCT 2014		62.4354	64.3155	66.2416	68.2448	70.2943	72.4053	74.5782	76.8126	79.8941		
STERILE PROCESSING TECH I	090312		OCT 2012		24.5485	25.1797	25.8279	26.4231	27.0395	27.5901					
			OCT 2013		25.2850	25.9351	26.6027	27.2158	27.8507	28.4178					
			OCT 2014		26.0436	26.7132	27.4008	28.0323	28.6862	29.2703					
STERILE PROCESSING TECH II CERTIFIED	090313		OCT 2012		25.5341	26.1906	26.8643	27.4836	28.1247	28.6981					
			OCT 2013		26.3001	26.9763	27.6702	28.3081	28.9684	29.5590					
			OCT 2014		27.0891	27.7856	28.5003	29.1573	29.8375	30.4458					
STERILE PROCESSING TECH SR CERTIFIED	090314		OCT 2012		26.8155	27.5045	28.2120	28.8623	29.5358	30.1372					
			OCT 2013		27.6200	28.3296	29.0584	29.7282	30.4219	31.0413					
			OCT 2014		28.4486	29.1795	29.9302	30.6200	31.3346	31.9725					

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STOCK ROOM ASST REG LAB ONLY	094022		OCT 2012		22.5274	23.1226	23.7175	24.0370	24.3572	24.9636			
			OCT 2013		23.2032	23.8163	24.4290	24.7581	25.0879	25.7125			
			OCT 2014		23.8993	24.5308	25.1619	25.5008	25.8405	26.4839			
STOCK ROOM ASST REG LAB SR	094023		OCT 2012		24.8046	25.4593	26.1143	26.4660	26.8172	27.4569			
			OCT 2013		25.5487	26.2231	26.8977	27.2600	27.6217	28.2806			
			OCT 2014		26.3152	27.0098	27.7046	28.0778	28.4504	29.1290			
STOREKEEPER	054002		OCT 2012		22.1567	22.7270	23.3121	23.9173	24.5243				
			OCT 2013		22.8214	23.4088	24.0115	24.6348	25.2600				
			OCT 2014		23.5060	24.1111	24.7318	25.3738	26.0178				
STOREKEEPER CHIEF	094013		OCT 2012		24.8372	25.4765	26.1317	26.8419	27.4601				
			OCT 2013		25.5823	26.2408	26.9157	27.6472	28.2839				
			OCT 2014		26.3498	27.0280	27.7232	28.4766	29.1324				
STOREKEEPER I	094011		OCT 2012		22.5764	23.1575	23.7539	24.3704	24.9883				
			OCT 2013		23.2537	23.8522	24.4665	25.1015	25.7379				
			OCT 2014		23.9513	24.5678	25.2005	25.8545	26.5100				
STOREKEEPER II	094012		OCT 2012		22.9403	23.5312	24.1364	24.7502	25.5964				
			OCT 2013		23.6285	24.2371	24.8605	25.4927	26.3643				
			OCT 2014		24.3374	24.9642	25.6063	26.2575	27.1552				
SUPPORT SERVICES REP	057874		OCT 2012		24.6716	25.3066	25.9573	26.5636	27.3919	28.2207			
			OCT 2013		25.4117	26.0658	26.7360	27.3605	28.2137	29.0673			
			OCT 2014		26.1741	26.8478	27.5381	28.1813	29.0601	29.9393			
SUPPORT SERVICES REP, SR	057875		OCT 2012		25.9098	26.5763	27.2599	27.8960	28.7664	29.6361			
			OCT 2013		26.6871	27.3736	28.0777	28.7329	29.6294	30.5252			
			OCT 2014		27.4877	28.1948	28.9200	29.5949	30.5183	31.4410			
SURGICAL ASSISTANT	030712		OCT 2012		34.5098	35.3968	36.3063	37.2495	38.3704	39.6674	41.2576		
			OCT 2013		35.5451	36.4587	37.3955	38.3670	39.5215	40.8574	42.4953		
			OCT 2014		36.6115	37.5525	38.5174	39.5180	40.7071	42.0831	43.7702		
SURGICAL ASSISTANT CERT SR	030714		OCT 2012		37.1477	38.1024	39.0819	40.0966	41.3026	42.6988	44.4102		
			OCT 2013		38.2621	39.2455	40.2544	41.2995	42.5417	43.9798	45.7425		
			OCT 2014		39.4100	40.4229	41.4620	42.5385	43.8180	45.2992	47.1148		

NORTHERN CALIFORNIA REGION

JOB TITLE	JOB CODE	GRADE	YEAR	A STRUCTURE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
				B STRUCTURE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
SURGICAL ASSISTANT CERTIFIED	030711		OCT 2012		35.3745	36.2838	37.2167	38.1829	39.3318	40.6611	42.2910			
			OCT 2013		36.4357	37.3723	38.3332	39.3284	40.5118	41.8809	43.5597			
			OCT 2014		37.5288	38.4935	39.4832	40.5083	41.7272	43.1373	44.8665			
SURGICAL ASSISTANT SR	030713		OCT 2012		36.2397	37.1710	38.1265	39.1164	40.2932	41.6555	43.3252			
			OCT 2013		37.3269	38.2861	39.2703	40.2899	41.5020	42.9052	44.6250			
			OCT 2014		38.4467	39.4347	40.4484	41.4986	42.7471	44.1924	45.9638			
SURGICAL ASSISTANT TRAINEE	030710		OCT 2012		33.4595									
			OCT 2013		34.4633									
			OCT 2014		35.4972									
SURGICAL TECHNICIAN	030312		OCT 2012		32.1653	32.9924	33.8403	34.6812	35.6033	36.4436	37.9048			
			OCT 2013		33.1303	33.9822	34.8555	35.7216	36.6714	37.5369	39.0419			
			OCT 2014		34.1242	35.0017	35.9012	36.7932	37.7715	38.6630	40.2132			
SURGICAL TECHNICIAN SR	030313		OCT 2012		33.7779	34.6463	35.5370	36.4197	37.3878	38.2700	39.8046			
			OCT 2013		34.7912	35.6857	36.6031	37.5123	38.5094	39.4181	40.9987			
			OCT 2014		35.8349	36.7563	37.7012	38.6377	39.6647	40.6006	42.2287			
SURGICAL TECHNICIAN TRAINEE	030309		OCT 2012		31.1975									
			OCT 2013		32.1334									
			OCT 2014		33.0974									
TELESERVICE REPRESENTATIVE AACC TELESERVICE REPRESENTATIVE MSCC	051183		OCT 2012		22.8817	23.4709	24.0750	24.5739	25.1167	25.7300				
	051185		OCT 2013		23.5682	24.1750	24.7973	25.3111	25.8702	26.5019				
			OCT 2014		24.2752	24.9003	25.5412	26.0704	26.6463	27.2970				
TRUCK DRIVER	072102		OCT 2012		32.8702	33.7151	34.5817	35.2821	35.9834	36.7491				
			OCT 2013		33.8563	34.7266	35.6192	36.3406	37.0629	37.8516				
			OCT 2014		34.8720	35.7684	36.6878	37.4308	38.1748	38.9871				
TRUCK DRIVER FOREMAN	072104		OCT 2012		34.6457	35.5369	36.4500	37.1506	37.8492	38.6148				
			OCT 2013		35.6851	36.6030	37.5435	38.2651	38.9847	39.7732				
			OCT 2014		36.7557	37.7011	38.6698	39.4131	40.1542	40.9664				
UNIT ASSISTANT	051512		OCT 2012		23.3772	23.9786	24.5961	25.1110	25.6559	26.2921				
			OCT 2013		24.0785	24.6980	25.3340	25.8643	26.4256	27.0809				
			OCT 2014		24.8009	25.4389	26.0940	26.6402	27.2184	27.8933				

NORTHERN CALIFORNIA REGION

JOB TITLE	JOB CODE	GRADE	YEAR	A STRUCTURE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
				B STRUCTURE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
UNIT ASSISTANT SR	051513		OCT 2012	24.5504	25.1822	25.8306	26.3710	26.9433	27.6114				
			OCT 2013	25.2869	25.9377	26.6055	27.1621	27.7516	28.4397				
			OCT 2014	26.0455	26.7158	27.4037	27.9770	28.5841	29.2929				
VISION SERVICES ASST I	030201		OCT 2012	22.9160	23.5061	24.1110	24.6648	25.2186	25.6692				
			OCT 2013	23.6035	24.2113	24.8343	25.4047	25.9752	26.4393				
			OCT 2014	24.3116	24.9376	25.5793	26.1668	26.7545	27.2325				
VISION SERVICES ASST II	030202		OCT 2012	24.8640	25.5039	26.1602	26.7610	27.3617	27.8505				
			OCT 2013	25.6099	26.2690	26.9450	27.5638	28.1826	28.6860				
			OCT 2014	26.3782	27.0571	27.7534	28.3907	29.0281	29.5466				
VISION SERVICES ASST SR	030200		OCT 2012	26.1068	26.7782	27.4666	28.0983	28.7287	29.2419				
			OCT 2013	26.8900	27.5815	28.2906	28.9412	29.5906	30.1192				
			OCT 2014	27.6967	28.4089	29.1393	29.8094	30.4783	31.0228				
WAREHOUSE PERSON	084002		OCT 2012	28.4305	29.1617	29.9118	30.6118	31.3126	32.0787				
			OCT 2013	29.2834	30.0366	30.8092	31.5302	32.2520	33.0411				
			OCT 2014	30.1619	30.9377	31.7335	32.4761	33.2196	34.0323				
WAREHOUSE PERSON LEAD	074004		OCT 2012	29.8567	30.6239	31.4117	32.1471	32.8832	33.6872				
			OCT 2013	30.7524	31.5426	32.3541	33.1115	33.8697	34.6978				
			OCT 2014	31.6750	32.4889	33.3247	34.1048	34.8858	35.7387				
WORKFLOW QUAL COORD-AACC	057643		OCT 2012	24.2621	24.8870	25.5272	26.0560	26.6315	27.2819				
			OCT 2013	24.9900	25.6336	26.2930	26.8377	27.4304	28.1004				
			OCT 2014	25.7397	26.4026	27.0818	27.6428	28.2533	28.9434				
YARDKEEPER	084112		OCT 2012	21.9264	22.4901	23.0692	23.6757	24.2814					
			OCT 2013	22.5842	23.1648	23.7613	24.3860	25.0098					
			OCT 2014	23.2617	23.8597	24.4741	25.1176	25.7601					

ELIMINATION OF STRUCTURE B-2

As provided in the Northern California Region wage rates of the preceding Agreement, Structures A/B-1 and B-2, effective at the beginning of the first full pay period nearest 1/1/06, 1/1/07, 1/1/08 and 7/1/08, employees on the B-2 wage scale received additional incremental wage increases which culminated in the total elimination of the B-2 structure. See NCAL Appendix CC for further information.

SOUTHERN CALIFORNIA REGION WAGE RATES:

BASE

The following are Southern California Region negotiated wage rates for 2012 through 2014. As negotiated in the 2012 National Agreement (Section 3. D. 4.), SEIU-UHW members will receive an additional 3% across the board raise on October 1, 2015 if there is no successor to the current National Agreement.

**SOUTHERN CALIFORNIA REGION
BASE
SERVICE, MAINTENANCE & PRODUCTION**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
MAIL CLERK	24019	10/1/2012	14.562	15.292	16.132	17.020	17.954	18.945	19.245	19.345	19.445	19.545
		10/1/2013	14.999	15.751	16.616	17.531	18.493	19.513	19.813	19.913	20.013	20.113
		10/1/2014	15.449	16.224	17.114	18.057	19.048	20.098	20.398	20.498	20.598	20.698
CYCLE COUNTER	43521	10/1/2012	14.267	14.982	15.731	16.293	17.685	18.106	18.406	18.506	18.606	18.706
KITCHEN WORKER	45426	10/1/2013	14.695	15.431	16.203	16.782	18.216	18.649	18.949	19.049	19.149	19.249
LINEN ROOM ATTENDANT	47858	10/1/2014	15.136	15.894	16.689	17.285	18.762	19.208	19.508	19.608	19.708	19.808
PARKING LOT ATTENDANT	43350											
COURIER	24066	10/1/2012	16.393	17.212	18.163	19.159	20.211	21.324	21.624	21.724	21.824	21.924
MEDICAL CENTER MESSENGER	24071	10/1/2013	16.885	17.728	18.708	19.734	20.817	21.964	22.264	22.364	22.464	22.564
SHUTTLE BUS DRIVER-SUNSET	40232	10/1/2014	17.392	18.260	19.269	20.326	21.442	22.623	22.923	23.023	23.123	23.223
STOREROOM WORKER/DRIVER	47708											
OPTICAL LAB EQUIPMENT OPER I	21069											
PATIENT SERVICE DRIVER	47710	10/1/2012	18.208	19.120	20.174	21.281	22.451	23.687	23.987	24.087	24.187	24.287
		10/1/2013	18.754	19.694	20.779	21.919	23.125	24.398	24.698	24.798	24.898	24.998
		10/1/2014	19.317	20.285	21.402	22.577	23.819	25.130	25.430	25.530	25.630	25.730
HOUSEKEEPING ATTENDANT	47842	10/1/2012	14.497	15.222	16.061	16.942	17.875	18.857	19.157	19.257	19.357	19.457
PRESCHOOL NUTRITION WORKER	45430	10/1/2013	14.932	15.679	16.543	17.450	18.411	19.423	19.723	19.823	19.923	20.023
STOREROOM WORKER	43534	10/1/2014	15.380	16.149	17.039	17.974	18.963	20.006	20.306	20.406	20.506	20.606
GRILL COOK	45473	10/1/2012	15.785	16.573	17.486	18.448	19.460	20.532	20.832	20.932	21.032	21.132
STOREROOM WORKER (OFF-SITE)	43551	10/1/2013	16.259	17.070	18.011	19.001	20.044	21.148	21.448	21.548	21.648	21.748
SERVICE PARTNER-BELL	47880	10/1/2014	16.747	17.582	18.551	19.571	20.645	21.782	22.082	22.182	22.282	22.382

**SOUTHERN CALIFORNIA REGION
BASE
SERVICE, MAINTENANCE & PRODUCTION**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
SHIPPING AND RECEIVING CLERK	43544	10/1/2012	16.879	17.721	18.695	19.725	20.806	21.952	22.252	22.352	22.452	22.552
		10/1/2013	17.385	18.253	19.256	20.317	21.430	22.611	22.911	23.011	23.111	23.211
		10/1/2014	17.907	18.801	19.834	20.927	22.073	23.289	23.589	23.689	23.789	23.889
CENTRAL PHARM EXPEDITOR	43518	10/1/2012	19.225	20.183	21.292	22.465	23.701	25.001	25.301	25.401	25.501	25.601
CEN PHAR WAREHOUSE WKR	43517	10/1/2013	19.802	20.788	21.931	23.139	24.412	25.751	26.051	26.151	26.251	26.351
DRUG DIST/RECEIVING CLERK	43519	10/1/2014	20.396	21.412	22.589	23.833	25.144	26.524	26.824	26.924	27.024	27.124
FORK LIFT OPERATOR	43502											
MEDICAL ELECTRONICS	43522											
WAREHOUSE/INSTR RPR	43504											
MOBILE HEALTH VEHICLE OPERATOR	40242											
FIRST COOK	45472	10/1/2012	17.801	18.692	19.719	20.805	21.951	23.159	23.459	23.559	23.659	23.759
REGIONAL COURIER	24067	10/1/2013	18.335	19.253	20.311	21.429	22.610	23.854	24.154	24.254	24.354	24.454
		10/1/2014	18.885	19.831	20.920	22.072	23.288	24.570	24.870	24.970	25.070	25.170
DRUG DISTR WAREHOUSE WKR	43515	10/1/2012	18.462	19.385	20.450	21.573	23.366	23.611	23.911	24.011	24.111	24.211
OPTICAL LAB EQUIPMENT OPER II	21070	10/1/2013	19.016	19.967	21.064	22.220	24.067	24.319	24.619	24.719	24.819	24.919
		10/1/2014	19.586	20.566	21.696	22.887	24.789	25.049	25.349	25.449	25.549	25.649
PHARMACY RETURNS WORKER	43516	10/1/2012	18.152	19.062	20.107	21.216	22.385	23.616	23.916	24.016	24.116	24.216
		10/1/2013	18.697	19.634	20.710	21.852	23.057	24.324	24.624	24.724	24.824	24.924
		10/1/2014	19.258	20.223	21.331	22.508	23.749	25.054	25.354	25.454	25.554	25.654
BOB TAIL TRUCK DRIVER	47705	10/1/2012	20.472	21.498	22.681	23.930	25.246	26.634	26.934	27.034	27.134	27.234
		10/1/2013	21.086	22.143	23.361	24.648	26.003	27.433	27.733	27.833	27.933	28.033
		10/1/2014	21.719	22.807	24.062	25.387	26.783	28.256	28.556	28.656	28.756	28.856

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
OPTICAL AIDE	37040	10/1/2012	16.435	17.253	18.113	19.129	19.716	19.818	20.118	20.218	20.318	20.418
		10/1/2013	16.928	17.771	18.656	19.703	20.307	20.413	20.713	20.813	20.913	21.013
		10/1/2014	17.436	18.304	19.216	20.294	20.916	21.025	21.325	21.425	21.525	21.625
CLINIC AIDE	36314	10/1/2012	14.559	15.285	15.785	17.327	17.697	19.176	19.476	19.576	19.676	19.776
NURSING AIDE	36309	10/1/2013	14.996	15.744	16.259	17.847	18.228	19.751	20.051	20.151	20.251	20.351
PATIENT STAFF ASSISTANT	36321	10/1/2014	15.446	16.216	16.747	18.382	18.775	20.344	20.644	20.744	20.844	20.944
TRANSPORTATION AIDE	47709											
DARKROOM TECHNICIAN	35974	10/1/2012	17.484	18.357	19.276	20.341	20.955	21.163	21.463	21.563	21.663	21.763
JUNIOR LAB ASSISTANT	35586	10/1/2013	18.009	18.908	19.854	20.951	21.584	21.798	22.098	22.198	22.298	22.398
LAB AIDE	35570	10/1/2014	18.549	19.475	20.450	21.580	22.232	22.452	22.752	22.852	22.952	23.052
MONITOR TECHNICIAN	36704											
VISUAL FIELD TECHNICIAN	37041											
OPTICAL WORKER	37045	10/1/2012	17.271	18.144	19.054	20.150	20.779	21.268	21.568	21.668	21.768	21.868
		10/1/2013	17.789	18.688	19.626	20.755	21.402	21.906	22.206	22.306	22.406	22.506
		10/1/2014	18.323	19.249	20.215	21.378	22.044	22.563	22.863	22.963	23.063	23.163
GI ATTENDANT	36891	10/1/2012	15.260	16.023	16.549	18.177	18.608	20.231	20.531	20.631	20.731	20.831
OPERATING ROOM ATTENDANT	36894	10/1/2013	15.718	16.504	17.045	18.722	19.166	20.838	21.138	21.238	21.338	21.438
PHYSICAL THERAPY AIDE I	35356	10/1/2014	16.190	16.999	17.556	19.284	19.741	21.463	21.763	21.863	21.963	22.063
LAB ASSISTANT I	35582	10/1/2012	18.617	19.546	20.520	21.739	22.477	23.097	23.397	23.497	23.597	23.697
		10/1/2013	19.176	20.132	21.136	22.391	23.151	23.790	24.090	24.190	24.290	24.390
		10/1/2014	19.751	20.736	21.770	23.063	23.846	24.504	24.804	24.904	25.004	25.104

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
ANESTHESIA AIDE	36944	10/1/2012	17.818	18.705	19.736	20.824	21.968	23.175	23.475	23.575	23.675	23.775
STERILE PROCESSING TECHNICIAN I	36848	10/1/2013	18.353	19.266	20.328	21.449	22.627	23.870	24.170	24.270	24.370	24.470
HOUSE ORDERLY (LA)	36326	10/1/2014	18.904	19.844	20.938	22.092	23.306	24.586	24.886	24.986	25.086	25.186
JR. ORTHO TECH	30220											
RADIATION ONCOLOGY AIDE	35973											
RE-USE TECHNICIAN (LA)	36865											
RESPIRATORY CARE AIDE	35730											
STERILE PROCESSING TECHNICIAN II	36851	10/1/2012	18.260	19.171	20.231	21.343	22.518	23.757	24.057	24.157	24.257	24.357
		10/1/2013	18.808	19.746	20.838	21.983	23.194	24.470	24.770	24.870	24.970	25.070
		10/1/2014	19.372	20.338	21.463	22.642	23.890	25.204	25.504	25.604	25.704	25.804
EKG TECHNICIAN I	36706	10/1/2012	20.953	21.998	23.207	24.486	25.835	27.257	27.557	27.657	27.757	27.857
		10/1/2013	21.582	22.658	23.903	25.221	26.610	28.075	28.375	28.475	28.575	28.675
		10/1/2014	22.229	23.338	24.620	25.978	27.408	28.917	29.217	29.317	29.417	29.517
OPTICAL MECHANIC	37049	10/1/2012	18.885	19.829	20.820	21.953	22.785	22.930	23.230	23.330	23.430	23.530
		10/1/2013	19.452	20.424	21.445	22.612	23.469	23.618	23.918	24.018	24.118	24.218
		10/1/2014	20.036	21.037	22.088	23.290	24.173	24.327	24.627	24.727	24.827	24.927
NURSING ATTENDANT	36312	10/1/2012	16.123	16.930	17.492	19.287	19.772	21.499	21.799	21.899	21.999	22.099
OCCUPATIONAL THERAPY AIDE	30766	10/1/2013	16.607	17.438	18.017	19.866	20.365	22.144	22.444	22.544	22.644	22.744
PHYSICAL THERAPY AIDE II	35354	10/1/2014	17.105	17.961	18.558	20.462	20.976	22.808	23.108	23.208	23.308	23.408

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
AUTOPSY ASSISTANT	36806	10/1/2012	20.476	21.504	22.585	23.917	24.905	25.027	25.327	25.427	25.527	25.627
DIET TECH	45446	10/1/2013	21.090	22.149	23.263	24.635	25.652	25.778	26.078	26.178	26.278	26.378
LAB ASSISTANT II	35584	10/1/2014	21.723	22.813	23.961	25.374	26.422	26.551	26.851	26.951	27.051	27.151
LAB ASSISTANT II HISTOLOGY	35520											
LAB/EKG TECH	36711											
LIFT TECHNICIAN	36722											
OPERATING ROOM TECH ASST	36721											
OPTOMETRIC TECHNICIAN	36796											
PHLEBOTOMIST	35590											
PT CARE & TECH PTNR-BELL	36310											
RADIOLOGY ASSISTANT	35976											
VECTORCARDIOGRAM TECHNICIAN	36716											
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RAD PROCEDURE SERVICE TECHNICIAN	35975	10/1/2012	21.090	22.150	23.260	24.635	25.652	25.778	26.078	26.178	26.278	26.378
		10/1/2013	21.723	22.815	23.958	25.374	26.422	26.551	26.851	26.951	27.051	27.151
		10/1/2014	22.375	23.499	24.677	26.135	27.215	27.348	27.648	27.748	27.848	27.948
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EKG TECHNICIAN II	36707	10/1/2012	22.705	23.842	25.155	26.534	27.997	29.536	29.836	29.936	30.036	30.136
OPTICAL MAINTENANCE TECH	30815	10/1/2013	23.386	24.557	25.910	27.330	28.837	30.422	30.722	30.822	30.922	31.022
		10/1/2014	24.088	25.294	26.687	28.150	29.702	31.335	31.635	31.735	31.835	31.935
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OPTICAL DISPENSER	37036	10/1/2012	22.532	23.775	24.964	26.618	28.347	30.082	30.382	30.482	30.582	30.682
CONTACT LENS DISPENSER	37037	10/1/2013	23.208	24.488	25.713	27.417	29.197	30.984	31.284	31.384	31.484	31.584
OPTICAL TECHNICIAN	37050	10/1/2014	23.904	25.223	26.484	28.240	30.073	31.914	32.214	32.314	32.414	32.514
TISSUE TECHNICIAN	35598											
MOHS HISTOTECHNICIAN	30822											

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
EMERGENCY ROOM ASSISTANT	36880	10/1/2012	18.805	19.746	20.829	21.975	23.188	24.464	24.764	24.864	24.964	25.064
HOME HEALTH AIDE	36960	10/1/2013	19.369	20.338	21.454	22.634	23.884	25.198	25.498	25.598	25.698	25.798
MULTIPHASIC HEALTH ASSISTANT OPTOMETRIC ASSISTANT	36952 30493	10/1/2014	19.950	20.948	22.098	23.313	24.601	25.954	26.254	26.354	26.454	26.554
BRONCH CLINIC ASSISTANT	36864	10/1/2012	19.096	20.052	21.154	22.316	23.547	24.841	25.141	25.241	25.341	25.441
CLINIC ASSISTANT	36316	10/1/2013	19.669	20.654	21.789	22.985	24.253	25.586	25.886	25.986	26.086	26.186
SURGICAL CLINICAL ASSISTANT	36886	10/1/2014	20.259	21.274	22.443	23.675	24.981	26.354	26.654	26.754	26.854	26.954
MEDICAL ASSISTANT	36324	10/1/2012	19.192	20.152	21.256	22.427	23.661	24.964	25.264	25.364	25.464	25.564
		10/1/2013	19.768	20.757	21.894	23.100	24.371	25.713	26.013	26.113	26.213	26.313
		10/1/2014	20.361	21.380	22.551	23.793	25.102	26.484	26.784	26.884	26.984	27.084
OPHTHALMOLOGY TECHNICIAN	36794	10/1/2012	21.936	23.033	24.299	25.634	27.046	28.532	28.832	28.932	29.032	29.132
CYTOPREP TECHNICIAN	35607	10/1/2013	22.594	23.724	25.028	26.403	27.857	29.388	29.688	29.788	29.888	29.988
DIET TECHNICIAN REGISTERED (DTR)	30813	10/1/2014	23.272	24.436	25.779	27.195	28.693	30.270	30.570	30.670	30.770	30.870
LIMITED X-RAY TECHNICIAN	30820											

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
ANESTHESIA TECH	36945	10/1/2012	24.904	26.150	27.589	29.105	30.704	32.394	32.694	32.794	32.894	32.994
AUTOPSY TECHNICIAN (LA)	36810	10/1/2013	25.651	26.935	28.417	29.978	31.625	33.366	33.666	33.766	33.866	33.966
AUTOPSY/TISSUE ASSISTANT	35610	10/1/2014	26.421	27.743	29.270	30.877	32.574	34.367	34.667	34.767	34.867	34.967
EEG TECHNICIAN	36766											
HEALTH EVALUATION ASSISTANT	36961											
HEMODIALYSIS TECHNICIAN	36866											
LAB ASST AUTOM SPEC (REG ONLY)	35617											
LAB ASSISTANT III	35583											
ORTHOPEDIC TECHNICIAN I	36776											
PACEMAKER TECHNICIAN	36705											
PODIATRY TECHNICIAN	36887											
PATHOLOGY TECHNICIAN	30825											
RAD PROC SERVICE TECHNICIAN II	30789											
CERTIFIED ANESTHESIA TECH	30838	10/1/2012	25.403	26.673	28.141	29.687	31.319	33.041	33.341	33.441	33.541	33.641
		10/1/2013	26.165	27.473	28.985	30.578	32.259	34.032	34.332	34.432	34.532	34.632
		10/1/2014	26.950	28.297	29.855	31.495	33.227	35.053	35.353	35.453	35.553	35.653
CERTIFIED ANESTHESIA TECH (IV CERT)	30839	10/1/2012	25.651	26.935	28.417	29.978	31.625	33.366	33.666	33.766	33.866	33.966
		10/1/2013	26.421	27.743	29.270	30.877	32.574	34.367	34.667	34.767	34.867	34.967
		10/1/2014	27.214	28.575	30.148	31.803	33.551	35.398	35.698	35.798	35.898	35.998
HISTOLOGY TECHNOLOGIST - HT (ASCP)	35612	10/1/2012	29.039	30.493	32.170	33.940	35.807	37.779	38.079	38.179	38.279	38.379
HISTOLOGY TECHNOLOGIST	35596	10/1/2013	29.910	31.408	33.135	34.958	36.881	38.912	39.212	39.312	39.412	39.512
PATHOLOGY TISSUE TECH	30826	10/1/2014	30.807	32.350	34.129	36.007	37.987	40.079	40.379	40.479	40.579	40.679
CONTACT LENS FITTER	37034	10/1/2012	25.097	26.268	27.625	29.054	30.560	32.149	32.449	32.549	32.649	32.749
		10/1/2013	25.850	27.056	28.454	29.926	31.477	33.113	33.413	33.513	33.613	33.713
		10/1/2014	26.626	27.868	29.308	30.824	32.421	34.106	34.406	34.506	34.606	34.706

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
SURGICAL TECHNOLOGIST I	36906	10/1/2012	23.458	24.633	25.986	27.417	28.924	30.513	30.813	30.913	31.013	31.113
		10/1/2013	24.162	25.372	26.766	28.240	29.792	31.428	31.728	31.828	31.928	32.028
		10/1/2014	24.887	26.133	27.569	29.087	30.686	32.371	32.671	32.771	32.871	32.971
LVN I	36294	10/1/2012	23.309	24.476	25.822	27.240	28.741	30.319	30.619	30.719	30.819	30.919
UROLOGY TECHNOLOGIST I	36746	10/1/2013	24.008	25.210	26.597	28.057	29.603	31.229	31.529	31.629	31.729	31.829
		10/1/2014	24.728	25.966	27.395	28.899	30.491	32.166	32.466	32.566	32.666	32.766
SURGICAL TECHNOLOGIST II	36909	10/1/2012	24.042	25.248	26.637	28.099	29.646	31.275	31.575	31.675	31.775	31.875
		10/1/2013	24.763	26.005	27.436	28.942	30.535	32.213	32.513	32.613	32.713	32.813
		10/1/2014	25.506	26.785	28.259	29.810	31.451	33.179	33.479	33.579	33.679	33.779
ELECTRON MICROSCOPY TECHNOLOGIST	35597	10/1/2012	26.608	27.940	29.474	31.100	32.812	34.615	34.915	35.015	35.115	35.215
POLYSOMNOGRAPHY TECHNOLOGIST	36760	10/1/2013	27.406	28.778	30.358	32.033	33.796	35.653	35.953	36.053	36.153	36.253
		10/1/2014	28.228	29.641	31.269	32.994	34.810	36.723	37.023	37.123	37.223	37.323
CARDIAC SURGERY TECHNOLOGIST	36907	10/1/2012	29.032	30.484	32.160	33.925	35.794	37.761	38.061	38.161	38.261	38.361
PSYCH SUPPORT TECHNOLOGIST	36322	10/1/2013	29.903	31.399	33.125	34.943	36.868	38.894	39.194	39.294	39.394	39.494
		10/1/2014	30.800	32.341	34.119	35.991	37.974	40.061	40.361	40.461	40.561	40.661
OPHTHALMIC PHOTOGRAPHER	36797	10/1/2012	23.532	24.691	26.054	27.485	28.997	30.592	30.892	30.992	31.092	31.192
		10/1/2013	24.238	25.432	26.836	28.310	29.867	31.510	31.810	31.910	32.010	32.110
		10/1/2014	24.965	26.195	27.641	29.159	30.763	32.455	32.755	32.855	32.955	33.055
EMERGENCY SERVICES TECHNICIAN	36881	10/1/2012	24.035	25.234	26.623	28.088	29.633	31.262	31.562	31.662	31.762	31.862
LICENSED PSYCH TECHNOLOGIST	36780	10/1/2013	24.756	25.991	27.422	28.931	30.522	32.200	32.500	32.600	32.700	32.800
UROLOGY TECHNOLOGIST II	36748	10/1/2014	25.499	26.771	28.245	29.799	31.438	33.166	33.466	33.566	33.666	33.766

**SOUTHERN CALIFORNIA REGION
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PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
GI TECHNOLOGIST I LVN II	36736	10/1/2012	23.610	24.791	26.153	27.589	29.109	30.706	31.006	31.106	31.206	31.306
	36299	10/1/2013	24.318	25.535	26.938	28.417	29.982	31.627	31.927	32.027	32.127	32.227
		10/1/2014	25.048	26.301	27.746	29.270	30.881	32.576	32.876	32.976	33.076	33.176
GI TECHNOLOGIST II LVN III	36739	10/1/2012	24.516	25.741	27.155	28.649	30.225	31.885	32.185	32.285	32.385	32.485
	36301	10/1/2013	25.251	26.513	27.970	29.508	31.132	32.842	33.142	33.242	33.342	33.442
		10/1/2014	26.009	27.308	28.809	30.393	32.066	33.827	34.127	34.227	34.327	34.427
CLINICAL EDUCATION COORD., LVN	30771	10/1/2012	25.741	27.027	28.510	30.084	31.732	33.483	33.783	33.883	33.983	34.083
		10/1/2013	26.513	27.838	29.365	30.987	32.684	34.487	34.787	34.887	34.987	35.087
		10/1/2014	27.308	28.673	30.246	31.917	33.665	35.522	35.822	35.922	36.022	36.122
LICENSED PHYSICAL THERAPY ASST SPEECH PATHOLOGIST ASSISTANT	35352	10/1/2012	27.719	29.105	30.705	32.395	34.177	36.058	36.358	36.458	36.558	36.658
	35357	10/1/2013	28.551	29.978	31.626	33.367	35.202	37.140	37.440	37.540	37.640	37.740
		10/1/2014	29.408	30.877	32.575	34.368	36.258	38.254	38.554	38.654	38.754	38.854
RESPIRATORY CARE PRACTITIONER I	35736	10/1/2012	34.212	35.784	37.709	39.690	41.775	43.977	44.277	44.377	44.477	44.577
		10/1/2013	35.238	36.858	38.840	40.881	43.028	45.296	45.596	45.696	45.796	45.896
		10/1/2014	36.295	37.964	40.005	42.107	44.319	46.655	46.955	47.055	47.155	47.255
RESPIRATORY CARE PRACTITIONER II	35737	10/1/2012	34.606	36.247	38.143	40.144	42.253	44.481	44.781	44.881	44.981	45.081
		10/1/2013	35.644	37.334	39.287	41.348	43.521	45.815	46.115	46.215	46.315	46.415
		10/1/2014	36.713	38.454	40.466	42.588	44.827	47.189	47.489	47.589	47.689	47.789
RESPIRATORY CARE PRACTITIONER III	35741	10/1/2012	34.948	36.607	38.520	40.541	42.674	44.919	45.219	45.319	45.419	45.519
		10/1/2013	35.996	37.705	39.676	41.757	43.954	46.267	46.567	46.667	46.767	46.867
		10/1/2014	37.076	38.836	40.866	43.010	45.273	47.655	47.955	48.055	48.155	48.255

**SOUTHERN CALIFORNIA REGION
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JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
*SOLUTIONS TECHNICIAN	35592	10/1/2012	31.401	32.891	34.608	36.426	38.341	40.358	40.658	40.758	40.858	40.958
		10/1/2013	32.343	33.878	35.646	37.519	39.491	41.569	41.869	41.969	42.069	42.169
		10/1/2014	33.313	34.894	36.715	38.645	40.676	42.816	43.116	43.216	43.316	43.416
CYTOGENETIC TECHNOLOGIST	35605	10/1/2012	40.586	42.617	44.960	47.429	50.043	52.795	53.095	53.195	53.295	53.395
MOLECULAR GENETIC TECHNOLOGIST	30842	10/1/2013	41.804	43.896	46.309	48.852	51.544	54.379	54.679	54.779	54.879	54.979
		10/1/2014	43.058	45.213	47.698	50.318	53.090	56.010	56.310	56.410	56.510	56.610
CERTIFIED OCCUP THERAPY ASSISTANT	35366	10/1/2012	27.516	28.893	30.483	32.160	33.926	35.794	36.094	36.194	36.294	36.394
		10/1/2013	28.341	29.760	31.397	33.125	34.944	36.868	37.168	37.268	37.368	37.468
		10/1/2014	29.191	30.653	32.339	34.119	35.992	37.974	38.274	38.374	38.474	38.574
CERTIFIED OPHTHALMIC TECHNICIAN	36793	10/1/2012	25.095	26.349	27.797	29.327	30.941	32.641	32.941	33.041	33.141	33.241
		10/1/2013	25.848	27.139	28.631	30.207	31.869	33.620	33.920	34.020	34.120	34.220
		10/1/2014	26.623	27.953	29.490	31.113	32.825	34.629	34.929	35.029	35.129	35.229
OPHTHALMIC SURGICAL ASSISTANT	36902	10/1/2012	35.961	37.760	39.837	42.025	44.336	46.776	47.076	47.176	47.276	47.376
		10/1/2013	37.040	38.893	41.032	43.286	45.666	48.179	48.479	48.579	48.679	48.779
		10/1/2014	38.151	40.060	42.263	44.585	47.036	49.624	49.924	50.024	50.124	50.224
ORTHOPEDIC TECHNOLOGIST II	36779	10/1/2012	30.517	32.045	33.806	35.663	37.626	39.693	39.993	40.093	40.193	40.293
		10/1/2013	31.433	33.006	34.820	36.733	38.755	40.884	41.184	41.284	41.384	41.484
		10/1/2014	32.376	33.996	35.865	37.835	39.918	42.111	42.411	42.511	42.611	42.711

**SOUTHERN CALIFORNIA REGION
BASE
PROCESSING/COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
APPOINTMENT DATA CLERK	24410	10/1/2012	16.771	17.612	18.582	19.602	20.680	21.823	22.123	22.223	22.323	22.423
CHART ROOM CLERK	24592	10/1/2013	17.274	18.140	19.139	20.190	21.300	22.478	22.778	22.878	22.978	23.078
CLAIMS ADJ TRAINEE	21073	10/1/2014	17.792	18.684	19.713	20.796	21.939	23.152	23.452	23.552	23.652	23.752
CLERK I (PBS)	20979											
CONTROL CLERK 1	24636											
DOCUMENT CLERK	24172											
DOCUMENT SCANNER	21040											
ENTRY CLERK	24020											
FILE CLERK	24046											
HOME HEALTH CLERK I	24290											
JUNIOR CLERK TYPIST	24030											
MEMBERSHIP ACCOUNTING SUP CLERK	24714											
RECORDS CLERK I	24512											
SCANNER OPERATOR (PBS)	21015											
X-RAY FILE CLERK	25022											
X-RAY FILE CLERK/COURIER	25023											

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JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
ACCOUNTS PAYABLE CLERK	24144	10/1/2012	17.516	18.391	19.401	20.469	21.593	22.781	23.081	23.181	23.281	23.381
ACCOUNTS RECEIVABLE SUPPORT CLERK	24150	10/1/2013	18.041	18.943	19.983	21.083	22.241	23.464	23.764	23.864	23.964	24.064
APPOINTMENT DATA CLERK II	24412	10/1/2014	18.582	19.511	20.582	21.715	22.908	24.168	24.468	24.568	24.668	24.768
BIRTH CERTIFICATE CLERK	24530											
BLOOD DONOR RECRUITING CLERK	25055											
CASHIER	25132											
CASHIER I (PBS)	20975											
CLERK II (PBS)	20981											
CLERK TYPIST	24032											
CLINIC CLERK I	24900											
COMMUNICATIONS OPERATOR	24826											
CONF ROOM SCHEDULER (LA ONLY)	20596											
CONTACT LENS CLERK	24171											
CONTROL CLERK II	24638											
CPR CONTROL CLERK	24182											
CREDIT COLLECTIONS CLERK	24244											
DATA ENTRY CLERK	24628											
DATA IMAGE CLERK	24025											
DIET CLERK	24906											
DIETARY CASHIER	25140											
DISTRIBUTION CONTROL CLERK	20612											
DOCUMENT PREP ASSISTANT	24039											
DOCUMENT PREP ASSISTANT (PFS)	21082											
ELIGIBILITY CLERK I	24706											
EMERGENCY ROOM CLERK	24916											
ENGINEERING CLERK	25154											
GENERAL CLERK	24024											
HOME HEALTH CLERK II	24291											
INDEXING CLERK	21036											
INDEXING CLERK (PBS)	21008											
INFORMATION CLERK II	24101											
INSURANCE RECEPTIONIST	24340											
INTER DIRECT PAY CLERK	24708											
LAB CLERK	25052											
LIFE INSURANCE PROCESSOR	24320											

**SOUTHERN CALIFORNIA REGION
BASE
PROCESSING/COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
<i>(continued)</i>		10/1/2012	17.516	18.391	19.401	20.469	21.593	22.781	23.081	23.181	23.281	23.381
MEDICAL LIBRARY CLERK	24838	10/1/2013	18.041	18.943	19.983	21.083	22.241	23.464	23.764	23.864	23.964	24.064
MEDICAL REVIEW CLERK	20936	10/1/2014	18.582	19.511	20.582	21.715	22.908	24.168	24.468	24.568	24.668	24.768
MEDICARE REIMBURSEMENT CLERK	24240											
PURCHASING CLERK	24148											
RECEPTIONIST I	25124											
RECORDS CLERK II	24516											
REPROGRAPHICS CLERK	20614											
STOREROOM CLERK	43536											
SUPPORT CLERK	24096											
TRANS ORDERLY/DISPATCHER	24103											
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DATA ENTRY OPERATOR	24646	10/1/2012	18.408	19.331	20.391	21.514	22.696	23.943	24.243	24.343	24.443	24.543
		10/1/2013	18.960	19.911	21.003	22.159	23.377	24.661	24.961	25.061	25.161	25.261
		10/1/2014	19.529	20.508	21.633	22.824	24.078	25.401	25.701	25.801	25.901	26.001
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WORD PROCESSING OPERATOR I	25192	10/1/2012	21.320	22.385	23.616	24.912	26.283	27.727	28.027	28.127	28.227	28.327
		10/1/2013	21.960	23.057	24.324	25.659	27.071	28.559	28.859	28.959	29.059	29.159
		10/1/2014	22.619	23.749	25.054	26.429	27.883	29.416	29.716	29.816	29.916	30.016
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ACCOUNT RECONCILIATION CLERK	20609	10/1/2012	18.285	19.200	20.256	21.368	22.549	23.787	24.087	24.187	24.287	24.387
A/P LIAISON CLERK	24145	10/1/2013	18.834	19.776	20.864	22.009	23.225	24.501	24.801	24.901	25.001	25.101
BACK-UP CLERK	24168	10/1/2014	19.399	20.369	21.490	22.669	23.922	25.236	25.536	25.636	25.736	25.836
BILLER I (PBS)	20969											
BLOOD DONOR RECORDS CLERK II	25054											
BUSINESS OFFICE CLERK II	24257											
CASE CORRESPONDENCE CLERK	24241											
CASHIER II (PBS)	20977											
CASHIER RECEPTIONIST	25134											
CLAIMS PROCESSOR	24343											
CLERK III (PBS)	20983											
CLERK STENOGRAPHER	24044											
CLINIC CLERK II	24902											
COLLECTION SUPPORT REP	24036											
COLLECTION SUPPORT REP (PFS)	21081											

**SOUTHERN CALIFORNIA REGION
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PROCESSING/COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
<i>(continued)</i>		10/1/2012	18.285	19.200	20.256	21.368	22.549	23.787	24.087	24.187	24.287	24.387
COMMUNICATIONS SERVICES COORD	24824	10/1/2013	18.834	19.776	20.864	22.009	23.225	24.501	24.801	24.901	25.001	25.101
CONSTRUCTION LIAISON CLERK	24123	10/1/2014	19.399	20.369	21.490	22.669	23.922	25.236	25.536	25.636	25.736	25.836
CONTACT LENS EXPEDITER	30796											
CUSTOMER SERVICE PHONE REP	24780											
EDUCATION/RESEARCH CLERK II	24849											
GROUP ACCOUNTS CLERK I	24686											
INFORMATION CENTER CLERK	24716											
INTERMEDIATE CLERK	24026											
INTERMEDIATE CLERK TYPIST	24034											
LIBRARY TECHNICIAN	24832											
MAGNETIC TAPE LIBRARIAN	13060											
MEDICAL REQUEST CLERK	24574											
OPT PHOTO/CASHIER RECEPTIONIST	25137											
OPTICAL CASHIER	25142											
OPTICAL CUSTOMER HOST	25136											
PERIPHERIAL CONTROL COORDINATOR	24640											
PURCHASING CLERK II	24149											
RECEPTIONIST II	25126											
REGIONAL LAB STOREROOM CLERK	21060											
REVENUE SUPPORT CLERK	20156											
STATISTICAL CLERK TYPIST	24097											
SUBPOENA CLERK	24536											
APPOINTMENT CLERK	24398	10/1/2012	18.649	19.584	20.661	21.796	22.998	24.261	24.561	24.661	24.761	24.861
DEPARTMENT SECRETARY	25180	10/1/2013	19.208	20.172	21.281	22.450	23.688	24.989	25.289	25.389	25.489	25.589
INSURANCE CLERK I	24322	10/1/2014	19.784	20.777	21.919	23.124	24.399	25.739	26.039	26.139	26.239	26.339
NEW MEMBER ENTRY REPRESENTATIVE	20955											
OHS CLAIMS PROCESSOR I	21046											
ASSOC COMPUTER OPERATOR-OC ONLY	20692	10/1/2012	21.622	22.703	23.460	25.533	26.136	27.704	28.004	28.104	28.204	28.304
JUNIOR COMPUTER OPERATOR	24650	10/1/2013	22.271	23.384	24.164	26.299	26.920	28.535	28.835	28.935	29.035	29.135
		10/1/2014	22.939	24.086	24.889	27.088	27.728	29.391	29.691	29.791	29.891	29.991

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JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
ADMITTING CLERK	24262	10/1/2012	18.466	19.390	20.460	21.580	22.769	24.023	24.323	24.423	24.523	24.623
ADMITTING CLERK (PBS)	21010	10/1/2013	19.020	19.972	21.074	22.227	23.452	24.744	25.044	25.144	25.244	25.344
ADVANCED CLERK	24038	10/1/2014	19.591	20.571	21.706	22.894	24.156	25.486	25.786	25.886	25.986	26.086
ART PRODUCTION ASSISTANT	24777											
CLAIMS ADJ INTERMEDIATE	21074											
HOME HEALTH CLERK III	24292											
OUTSIDE REFERRAL CLERK	24904											
SICKLE CELL CLERK	24918											
STATISTICAL CLERK I	24098											
UTILIZATION REVIEW CLERK	24524											
WARD CLERK	24936											
DISABILITY CLAIMS PROCESSOR	24321	10/1/2012	18.835	19.773	20.864	22.010	23.224	24.500	24.800	24.900	25.000	25.100
INSURANCE CLERK II	24338	10/1/2013	19.400	20.366	21.490	22.670	23.921	25.235	25.535	25.635	25.735	25.835
MEDICAL CORRESPONDENCE CLERK	24572	10/1/2014	19.982	20.977	22.135	23.350	24.639	25.992	26.292	26.392	26.492	26.592
CLAIMS ADJUSTER	24720	10/1/2012	24.525	25.753	27.171	28.663	30.240	31.902	32.202	32.302	32.402	32.502
MEDICAL TRANSCRIBER	24577	10/1/2013	25.261	26.526	27.986	29.523	31.147	32.859	33.159	33.259	33.359	33.459
MEDICAL X-RAY TRANSCRIBER	25026	10/1/2014	26.019	27.322	28.826	30.409	32.081	33.845	34.145	34.245	34.345	34.445
PATHOLOGY TRANSCRIBER	30824											
WORD PROCESSING OPERATOR II	25194											

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JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
BUSINESS OFFICE CLERK III	24258	10/1/2012	18.841	19.784	20.867	22.017	23.230	24.507	24.807	24.907	25.007	25.107
BUSINESS SVCS REP	24331	10/1/2013	19.406	20.378	21.493	22.678	23.927	25.242	25.542	25.642	25.742	25.842
CLAIMS EXAMINER I	24759	10/1/2014	19.988	20.989	22.138	23.358	24.645	25.999	26.299	26.399	26.499	26.599
CLERK IV (PBX)	20985											
COMPUTER OPERATOR	24656											
COMPUTER SYSTEMS COORDINATOR	24518											
CUSTOMER SERVICE REPRESENTATIVE	24768											
DME CLERK	21052											
EDUCATION/RESEARCH CLERK III	24851											
ELIGIBILITY CLERK II	24718											
FINANCIAL COUNSELOR I (PBS)	20987											
GROUP REVIEWER	24696											
MEDICARE REIMBURSEMENT PROCESSOR	20943											
INSURANCE COORDINATOR	24332											
MEMBERSHIP SERVICES CLERK II	24766											
PATIENT SERVICES REP (MHC)	24286											
PHARMACY E-PROCUREMENT SPECIALIST	24151											
QUALITY CONTROL CLERK	21038											
RECORDS CLERK III	24513											
REMOTE TERMINAL OPERATOR	24644											
SENIOR CLERK	24028											
SENIOR HEMODIALYSIS CLK	24942											
PHYSICIAN SCHEDULING CLERK	24405	10/1/2012	19.256	20.219	21.330	22.502	23.738	25.047	25.347	25.447	25.547	25.647
SURGERY SCHEDULING CLERK	24408	10/1/2013	19.834	20.826	21.970	23.177	24.450	25.798	26.098	26.198	26.298	26.398
		10/1/2014	20.429	21.451	22.629	23.872	25.184	26.572	26.872	26.972	27.072	27.172
ASSISTANT COLLECTOR	20608	10/1/2012	19.405	20.375	21.497	22.679	23.926	25.243	25.543	25.643	25.743	25.843
10/1/2013		19.987	20.986	22.142	23.359	24.644	26.000	26.300	26.400	26.500	26.600	
10/1/2014		20.587	21.616	22.806	24.060	25.383	26.780	27.080	27.180	27.280	27.380	

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PROCESSING PARTNER-BF	24925	10/1/2012	20.062	21.068	22.226	23.444	24.735	26.094	26.394	26.494	26.594	26.694
WARD CLERK TRANSCRIBER	24938	10/1/2013	20.664	21.700	22.893	24.147	25.477	26.877	27.177	27.277	27.377	27.477
		10/1/2014	21.284	22.351	23.580	24.871	26.241	27.683	27.983	28.083	28.183	28.283
FINANCIAL COUNSELOR	24339	10/1/2012	20.326	21.337	22.515	23.754	25.060	26.435	26.735	26.835	26.935	27.035
FINANCIAL COUNSELOR II (PBS)	20989	10/1/2013	20.936	21.977	23.190	24.467	25.812	27.228	27.528	27.628	27.728	27.828
		10/1/2014	21.564	22.636	23.886	25.201	26.586	28.045	28.345	28.445	28.545	28.645
AUDIO VISUAL TECHNICIAN	24836	10/1/2012	20.637	21.672	22.861	24.121	25.447	26.848	27.148	27.248	27.348	27.448
CASE COORD ADVOCATE	24721	10/1/2013	21.256	22.322	23.547	24.845	26.210	27.653	27.953	28.053	28.153	28.253
CLAIMS EXAMINER II	24760	10/1/2014	21.894	22.992	24.253	25.590	26.996	28.483	28.783	28.883	28.983	29.083
CLERK	24023											
CUSTOMER SERVICE ADVOCATE	24761											
EDUCATION/RESEARCH SECRETARY	24856											
GROUP ACCOUNTS CLERK II	24688											
MEDICAL AUDIT CLERK	24554											
MEDICAL EDUCATION SYMP ASSISTANT	24850											
MEDICAL SECRETARY	25174											
MEMBERSHP ACCOUNTING COORD	24719											
OPTICAL SCANNER OPERATOR	24660											
PHARMACY CUSTOMER SERVICE REP	21063											
PSYCH SOCIAL CLERK	24988											
SENIOR CLERK (F)	24029											
LEGAL SUPPORT COORD	24535	10/1/2012	22.105	23.207	24.485	25.833	27.255	28.749	29.049	29.149	29.249	29.349
MEDIA TECHNICIAN (BF ONLY)	12956	10/1/2013	22.768	23.903	25.220	26.608	28.073	29.611	29.911	30.011	30.111	30.211
		10/1/2014	23.451	24.620	25.977	27.406	28.915	30.499	30.799	30.899	30.999	31.099
RESEARCH AND RES CLAIMS ADJ-DOWNEY CLAIMS ONLY	21066	10/1/2012	25.261	26.526	27.986	29.523	31.147	32.859	33.159	33.259	33.359	33.459
		10/1/2013	26.019	27.322	28.826	30.409	32.081	33.845	34.145	34.245	34.345	34.445
		10/1/2014	26.800	28.142	29.691	31.321	33.043	34.860	35.160	35.260	35.360	35.460

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CANCER REG ABSTRACT CLERK	24440	10/1/2012	26.592	27.917	29.452	31.074	32.783	34.585	34.885	34.985	35.085	35.185
		10/1/2013	27.390	28.755	30.336	32.006	33.766	35.623	35.923	36.023	36.123	36.223
		10/1/2014	28.212	29.618	31.246	32.966	34.779	36.692	36.992	37.092	37.192	37.292
BILLER II (PBS)	20971	10/1/2012	21.826	22.915	24.177	25.507	26.910	28.390	28.690	28.790	28.890	28.990
INDUSTRIAL BILLER	24324	10/1/2013	22.481	23.602	24.902	26.272	27.717	29.242	29.542	29.642	29.742	29.842
INSURANCE BILLER	24323	10/1/2014	23.155	24.310	25.649	27.060	28.549	30.119	30.419	30.519	30.619	30.719
MEDICAL REVIEWER	20937											
OHS CLAIMS PROCESSOR II	21047											
OPERATIONS RESOLUTION PROCESSOR	21023											
REVENUE BILLER	24328											
TPL BILLER	24325											
GROUP AUDIT SPECIALIST	24694	10/1/2012	28.396	29.819	31.461	33.562	35.014	37.456	37.756	37.856	37.956	38.056
HEALTH AUDIT ANALYST	24552	10/1/2013	29.248	30.714	32.405	34.569	36.064	38.580	38.880	38.980	39.080	39.180
		10/1/2014	30.125	31.635	33.377	35.606	37.146	39.737	40.037	40.137	40.237	40.337
TUMOR REGISTRAR	24439	10/1/2012	29.250	30.710	32.403	34.570	36.062	38.579	38.879	38.979	39.079	39.179
		10/1/2013	30.128	31.631	33.375	35.607	37.144	39.736	40.036	40.136	40.236	40.336
		10/1/2014	31.032	32.580	34.376	36.675	38.258	40.928	41.228	41.328	41.428	41.528
ACCOUNTS RECEIVABLE CLERK I (PBS)	20963	10/1/2012	22.287	23.255	24.533	25.879	27.303	28.809	29.109	29.209	29.309	29.409
INDUSTRIAL EOB PROCESSOR	24503	10/1/2013	22.956	23.953	25.269	26.655	28.122	29.673	29.973	30.073	30.173	30.273
		10/1/2014	23.645	24.672	26.027	27.455	28.966	30.563	30.863	30.963	31.063	31.163

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ACCOUNTS RECEIVABLE CLERK	20601	10/1/2012	22.957	23.955	25.269	26.655	28.124	29.671	29.971	30.071	30.171	30.271
ACCOUNTS RECEIVABLE CLERK (PFS)	21078	10/1/2013	23.646	24.674	26.027	27.455	28.968	30.561	30.861	30.961	31.061	31.161
ACCOUNTS RECEIVABLE CLERK II (PBS)	20965	10/1/2014	24.355	25.414	26.808	28.279	29.837	31.478	31.778	31.878	31.978	32.078
ACCOUNT RECONCILIATION PROCESSOR	21086											
COLLECTOR II	24176											
COLLECTOR II (PFS)	21080											
CREDIT RESOLUTION PROCESSOR	20691											
CREDIT RESOLUTION PROCESSOR (PFS)	21077											
PATIENT BILLING RESOLUTION REP	20703											
PATIENT BILLING RESOLUTION REP (PFS)	21079											
RECORDS TECHICIAN I	24514	10/1/2012	21.826	22.919	24.180	25.508	26.909	28.390	28.690	28.790	28.890	28.990
		10/1/2013	22.481	23.607	24.905	26.273	27.716	29.242	29.542	29.642	29.742	29.842
		10/1/2014	23.155	24.315	25.652	27.061	28.547	30.119	30.419	30.519	30.619	30.719
HEALTH INFORMATION CODER TRAINEE	20658	10/1/2012	21.043									
		10/1/2013	21.674									
		10/1/2014	22.324									
INTERMEDIATE COMPUTER OPER-OC ONLY	20693	10/1/2012	24.327	25.538	26.394	28.722	29.401	31.289	31.589	31.689	31.789	31.889
		10/1/2013	25.057	26.304	27.186	29.584	30.283	32.228	32.528	32.628	32.728	32.828
		10/1/2014	25.809	27.093	28.002	30.472	31.191	33.195	33.495	33.595	33.695	33.795
SENIOR COMPUTER OPER-OC ONLY	20694	10/1/2012	27.366	28.734	29.694	32.313	33.078	35.059	35.359	35.459	35.559	35.659
		10/1/2013	28.187	29.596	30.585	33.282	34.070	36.111	36.411	36.511	36.611	36.711
		10/1/2014	29.033	30.484	31.503	34.280	35.092	37.194	37.494	37.594	37.694	37.794
PROFESSIONAL SERVICES CODER I	21024	10/1/2012	25.099	26.358	27.806	29.332	30.946	32.648	32.948	33.048	33.148	33.248
		10/1/2013	25.852	27.149	28.640	30.212	31.874	33.627	33.927	34.027	34.127	34.227
		10/1/2014	26.628	27.963	29.499	31.118	32.830	34.636	34.936	35.036	35.136	35.236

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JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
PROFESSIONAL SERVICES CODER II	21025	10/1/2012	30.120	31.628	33.367	35.199	37.134	38.857	39.157	39.257	39.357	39.457
EMERGENCY DEPARTMENT CODER	21026	10/1/2013	31.024	32.577	34.368	36.255	38.248	40.023	40.323	40.423	40.523	40.623
		10/1/2014	31.955	33.554	35.399	37.343	39.395	41.224	41.524	41.624	41.724	41.824
CERTIFIED HC INTERPRETER (ONE LANGUAGE)	21510	10/1/2012	23.582	24.762	26.127	27.561	29.077	30.674	30.974	31.074	31.174	31.274
		10/1/2013	24.289	25.505	26.911	28.388	29.949	31.594	31.894	31.994	32.094	32.194
		10/1/2014	25.018	26.270	27.718	29.240	30.847	32.542	32.842	32.942	33.042	33.142
CERTIFIED HC INTERPRETER (MULTI LINGUAL)	21511	10/1/2012	24.751	25.988	27.412	28.927	30.514	32.195	32.495	32.595	32.695	32.795
		10/1/2013	25.494	26.768	28.234	29.795	31.429	33.161	33.461	33.561	33.661	33.761
		10/1/2014	26.259	27.571	29.081	30.689	32.372	34.156	34.456	34.556	34.656	34.756

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MARKET SENSITIVE - PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
CYTOTECHNOLOGIST	35604	10/1/2012	50.303	52.819	55.724	57.395	59.117	60.891	61.191	61.291	61.391	61.491
		10/1/2013	51.812	54.404	57.396	59.117	60.891	62.718	63.018	63.118	63.218	63.318
		10/1/2014	53.366	56.036	59.118	60.891	62.718	64.600	64.900	65.000	65.100	65.200
CYTOTECHNOLOGIST QUALITY CONTROL	35600	10/1/2012	52.818	55.458	58.507	60.264	62.072	63.932	64.232	64.332	64.432	64.532
		10/1/2013	54.403	57.122	60.262	62.072	63.934	65.850	66.150	66.250	66.350	66.450
		10/1/2014	56.035	58.836	62.070	63.934	65.852	67.826	68.126	68.226	68.326	68.426

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MARKET SENSITIVE - PROCESSING & COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
HEALTH INFORMATION CODER I	20659	10/1/2012	33.821	35.480	37.431	38.966	40.992	43.289	43.589	43.689	43.789	43.889
		10/1/2013	34.836	36.544	38.554	40.135	42.222	44.588	44.888	44.988	45.088	45.188
		10/1/2014	35.881	37.640	39.711	41.339	43.489	45.926	46.226	46.326	46.426	46.526
HEALTH INFORMATION CODER II	20660	10/1/2012	38.330	40.212	42.424	44.160	46.462	49.059	49.359	49.459	49.559	49.659
		10/1/2013	39.480	41.418	43.697	45.485	47.856	50.531	50.831	50.931	51.031	51.131
		10/1/2014	40.664	42.661	45.008	46.850	49.292	52.047	52.347	52.447	52.547	52.647
HEALTH INFORMATION CODER III	20661	10/1/2012	41.205	43.226	45.604	47.471	49.944	52.739	53.039	53.139	53.239	53.339
		10/1/2013	42.441	44.523	46.972	48.895	51.442	54.321	54.621	54.721	54.821	54.921
		10/1/2014	43.714	45.859	48.381	50.362	52.985	55.951	56.251	56.351	56.451	56.551

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
DIAG IMAG TECH - RADIOLOGY I	35924	10/1/2012	29.851	31.341	33.066	34.884	36.805	38.830	39.130	39.230	39.330	39.430
		10/1/2013	30.747	32.281	34.058	35.931	37.909	39.995	40.295	40.395	40.495	40.595
		10/1/2014	31.669	33.249	35.080	37.009	39.046	41.195	41.495	41.595	41.695	41.795
PERIPHERAL VASCULAR TECHNOLOGIST I	36834	10/1/2012	30.347	31.867	33.619	35.465	37.416	39.471	39.771	39.871	39.971	40.071
		10/1/2013	31.257	32.823	34.628	36.529	38.538	40.655	40.955	41.055	41.155	41.255
		10/1/2014	32.195	33.808	35.667	37.625	39.694	41.875	42.175	42.275	42.375	42.475
PULMONARY FUNCTIONS TECHNOLOGIST	36756	10/1/2012	33.441	35.118	37.046	39.081	41.232	43.497	43.797	43.897	43.997	44.097
		10/1/2013	34.444	36.172	38.157	40.253	42.469	44.802	45.102	45.202	45.302	45.402
		10/1/2014	35.477	37.257	39.302	41.461	43.743	46.146	46.446	46.546	46.646	46.746
NEURODIAGNOSTIC TECHNOLOGIST	36713	10/1/2012	31.250	32.814	34.615	36.518	38.526	40.644	40.944	41.044	41.144	41.244
		10/1/2013	32.188	33.798	35.653	37.614	39.682	41.863	42.163	42.263	42.363	42.463
		10/1/2014	33.154	34.812	36.723	38.742	40.872	43.119	43.419	43.519	43.619	43.719
DIAG IMAG TECH - RADIOLOGY II	35926	10/1/2012	36.059	37.500	39.001	40.562	42.184	43.870	44.170	44.270	44.370	44.470
		10/1/2013	37.141	38.625	40.171	41.779	43.450	45.186	45.486	45.586	45.686	45.786
		10/1/2014	38.255	39.784	41.376	43.032	44.754	46.542	46.842	46.942	47.042	47.142
ECHOCARDIOGRAM TECHNOLOGIST I	36720	10/1/2012	36.172	37.982	40.067	42.273	44.597	47.047	47.347	47.447	47.547	47.647
		10/1/2013	37.257	39.121	41.269	43.541	45.935	48.458	48.758	48.858	48.958	49.058
		10/1/2014	38.375	40.295	42.507	44.847	47.313	49.912	50.212	50.312	50.412	50.512

**SOUTHERN CALIFORNIA REGION
BASE
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DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
RADIOISOTOPE TECHNOLOGIST	36814	10/1/2012	36.058	37.862	39.946	42.139	44.459	46.905	47.205	47.305	47.405	47.505
		10/1/2013	37.140	38.998	41.144	43.403	45.793	48.312	48.612	48.712	48.812	48.912
		10/1/2014	38.254	40.168	42.378	44.705	47.167	49.761	50.061	50.161	50.261	50.361
MAMMOGRAPHY RADIOLOGIC TECH I	30486	10/1/2012	37.704	39.213	40.781	42.411	44.108	45.870	46.170	46.270	46.370	46.470
		10/1/2013	38.835	40.389	42.004	43.683	45.431	47.246	47.546	47.646	47.746	47.846
		10/1/2014	40.000	41.601	43.264	44.993	46.794	48.663	48.963	49.063	49.163	49.263
PERFUSIONIST I	36718	10/1/2012	37.222	39.080	41.230	43.495	45.889	48.414	48.714	48.814	48.914	49.014
		10/1/2013	38.339	40.252	42.467	44.800	47.266	49.866	50.166	50.266	50.366	50.466
		10/1/2014	39.489	41.460	43.741	46.144	48.684	51.362	51.662	51.762	51.862	51.962
DIAG IMAG TECH - MAMMO II	30487	10/1/2012	39.571	41.158	42.803	44.515	46.294	48.145	48.445	48.545	48.645	48.745
		10/1/2013	40.758	42.393	44.087	45.850	47.683	49.589	49.889	49.989	50.089	50.189
		10/1/2014	41.981	43.665	45.410	47.226	49.113	51.077	51.377	51.477	51.577	51.677
ECHOCARD TECHNOLOGIST II-LA ONLY	30473	10/1/2012	39.792	41.783	44.079	46.502	49.061	51.752	52.052	52.152	52.252	52.352
		10/1/2013	40.986	43.036	45.401	47.897	50.533	53.305	53.605	53.705	53.805	53.905
		10/1/2014	42.216	44.327	46.763	49.334	52.049	54.904	55.204	55.304	55.404	55.504
DIAG IMAG TECH - MRI	35932	10/1/2012	41.604	43.270	44.999	46.802	48.671	50.619	50.919	51.019	51.119	51.219
		10/1/2013	42.852	44.568	46.349	48.206	50.131	52.138	52.438	52.538	52.638	52.738
		10/1/2014	44.138	45.905	47.739	49.652	51.635	53.702	54.002	54.102	54.202	54.302

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
NUCLEAR MEDICAL TECHNOLOGIST	36826	10/1/2012	46.622	48.485	50.426	52.445	54.541	56.722	57.022	57.122	57.222	57.322
		10/1/2013	48.021	49.940	51.939	54.018	56.177	58.424	58.724	58.824	58.924	59.024
		10/1/2014	49.462	51.438	53.497	55.639	57.862	60.177	60.477	60.577	60.677	60.777
CARDIAC CATH TECHNOLOGIST DIAG IMAG TECH - RADIOLOG III	36714 35928	10/1/2012	41.240	42.891	44.606	46.390	48.248	50.170	50.470	50.570	50.670	50.770
		10/1/2013	42.477	44.178	45.944	47.782	49.695	51.675	51.975	52.075	52.175	52.275
		10/1/2014	43.751	45.503	47.322	49.215	51.186	53.225	53.525	53.625	53.725	53.825
CARDIAC CATH RAD TECHNO-LA ONLY INTERVENTIONAL RADIOLOGIC TECH	35927 30798	10/1/2012	46.366	48.222	50.152	52.157	54.244	56.412	56.712	56.812	56.912	57.012
		10/1/2013	47.757	49.669	51.657	53.722	55.871	58.104	58.404	58.504	58.604	58.704
		10/1/2014	49.190	51.159	53.207	55.334	57.547	59.847	60.147	60.247	60.347	60.447
PERFUSIONIST II	36717	10/1/2012	57.528	60.631	63.810	67.247	72.271	77.319	77.619	77.719	77.819	77.919
		10/1/2013	59.254	62.450	65.724	69.264	74.439	79.639	79.939	80.039	80.139	80.239
		10/1/2014	61.032	64.324	67.696	71.342	76.672	82.028	82.328	82.428	82.528	82.628

Advanced Hiring Criteria

Step 1 (Start rate)
Step 3 (2 year rate)

**SOUTHERN CALIFORNIA REGION
BASE
MARKET SENSITIVE PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG	LNG	LNG	LNG
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
NEURODIAGNOSTIC TECHNO I - LA Only	36821	10/1/2012	42.357	44.475	46.920	49.500	52.225	55.095	55.395	55.495	55.595	55.695
		10/1/2013	43.628	45.809	48.328	50.985	53.792	56.748	57.048	57.148	57.248	57.348
		10/1/2014	44.937	47.183	49.778	52.515	55.406	58.450	58.750	58.850	58.950	59.050
DIAG IMAG TECH - SONOGRAPHER	36836	10/1/2012	44.108	45.870	47.709	49.615	52.053	54.917	55.217	55.317	55.417	55.517
OB/GYN DIAG IMAG SONOGRAPHER	30818	10/1/2013	45.431	47.246	49.140	51.103	53.615	56.565	56.865	56.965	57.065	57.165
PERIPHERIAL VASCULAR TECHNOLOGIST II	36835	10/1/2014	46.794	48.663	50.614	52.636	55.223	58.262	58.562	58.662	58.762	58.862
RADIATION THERAPY TECHNOLOGIST	36816	10/1/2012	46.998	49.352	52.063	54.925	57.947	61.133	61.433	61.533	61.633	61.733
		10/1/2013	48.408	50.833	53.625	56.573	59.685	62.967	63.267	63.367	63.467	63.567
		10/1/2014	49.860	52.358	55.234	58.270	61.476	64.856	65.156	65.256	65.356	65.456
RADIATION PLANNING THERAPIST	36820	10/1/2012	48.363	50.783	53.571	56.519	59.628	62.907	63.207	63.307	63.407	63.507
		10/1/2013	49.814	52.306	55.178	58.215	61.417	64.794	65.094	65.194	65.294	65.394
		10/1/2014	51.308	53.875	56.833	59.961	63.260	66.738	67.038	67.138	67.238	67.338
NEURODIAGNOSTIC TECHNO II - LA Only	36822	10/1/2012	47.649	50.033	52.784	55.685	58.749	61.981	62.281	62.381	62.481	62.581
		10/1/2013	49.078	51.534	54.368	57.356	60.511	63.840	64.140	64.240	64.340	64.440
		10/1/2014	50.550	53.080	55.999	59.077	62.326	65.755	66.055	66.155	66.255	66.355

ADVANCED HIRING CRITERIA

New Graduate or Less than 1 year of experience	Step 1	(Start rate)
1 year or more of experience	Step 3	(2 year rate)

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
DIAG IMAG TECH - RADIOLOGY I	30527	10/1/2012	35.821	37.609	39.679	41.861	44.166	46.596	46.896	46.996	47.096	47.196
		10/1/2013	36.896	38.737	40.870	43.117	45.491	47.994	48.294	48.394	48.494	48.594
		10/1/2014	38.003	39.899	42.096	44.411	46.855	49.434	49.734	49.834	49.934	50.034
PERIPHERAL VASCULAR TECHNOLOGIST I	30528	10/1/2012	36.416	38.240	40.343	42.558	44.899	47.365	47.665	47.765	47.865	47.965
		10/1/2013	37.508	39.388	41.554	43.835	46.246	48.786	49.086	49.186	49.286	49.386
		10/1/2014	38.634	40.570	42.800	45.150	47.633	50.250	50.550	50.650	50.750	50.850
PULMONARY FUNCTIONS TECHNOLOGIST	30529	10/1/2012	40.129	42.142	44.455	46.897	49.478	52.196	52.496	52.596	52.696	52.796
		10/1/2013	41.333	43.406	45.788	48.304	50.963	53.762	54.062	54.162	54.262	54.362
		10/1/2014	42.572	44.708	47.162	49.753	52.492	55.375	55.675	55.775	55.875	55.975
NEURODIAGNOSTIC TECHNOLOGIST	30530	10/1/2012	37.500	39.377	41.538	43.822	46.231	48.773	49.073	49.173	49.273	49.373
		10/1/2013	38.626	40.558	42.784	45.137	47.618	50.236	50.536	50.636	50.736	50.836
		10/1/2014	39.785	41.774	44.068	46.490	49.046	51.743	52.043	52.143	52.243	52.343
DIAG IMAG TECH - RADIOLOGY II	30531	10/1/2012	43.271	45.000	46.801	48.674	50.621	52.644	52.944	53.044	53.144	53.244
		10/1/2013	44.569	46.350	48.205	50.135	52.140	54.223	54.523	54.623	54.723	54.823
		10/1/2014	45.906	47.741	49.651	51.638	53.705	55.850	56.150	56.250	56.350	56.450
ECHOCARDIOGRAM TECHNOLOGIST I	30532	10/1/2012	43.406	45.578	48.080	50.728	53.516	56.456	56.756	56.856	56.956	57.056
		10/1/2013	44.708	46.945	49.523	52.249	55.122	58.150	58.450	58.550	58.650	58.750
		10/1/2014	46.050	48.354	51.008	53.816	56.776	59.894	60.194	60.294	60.394	60.494

**SOUTHERN CALIFORNIA REGION
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PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
RADIOISOTOPE TECHNOLOGIST	30533	10/1/2012	43.270	45.434	47.935	50.567	53.351	56.286	56.586	56.686	56.786	56.886
		10/1/2013	44.568	46.798	49.373	52.084	54.952	57.974	58.274	58.374	58.474	58.574
		10/1/2014	45.905	48.202	50.854	53.646	56.600	59.713	60.013	60.113	60.213	60.313
DIAG IMAG TECH - MAMMO I	30535	10/1/2012	45.245	47.056	48.937	50.893	52.930	55.044	55.344	55.444	55.544	55.644
		10/1/2013	46.602	48.467	50.405	52.420	54.517	56.695	56.995	57.095	57.195	57.295
		10/1/2014	48.000	49.921	51.917	53.992	56.153	58.396	58.696	58.796	58.896	58.996
PERFUSIONIST I	30536	10/1/2012	44.666	46.896	49.476	52.194	55.067	58.097	58.397	58.497	58.597	58.697
		10/1/2013	46.007	48.302	50.960	53.760	56.719	59.839	60.139	60.239	60.339	60.439
		10/1/2014	47.387	49.752	52.489	55.373	58.421	61.634	61.934	62.034	62.134	62.234
DIAG IMAG TECH - MAMMO II	30537	10/1/2012	47.485	49.390	51.364	53.418	55.553	57.774	58.074	58.174	58.274	58.374
		10/1/2013	48.910	50.872	52.904	55.020	57.220	59.507	59.807	59.907	60.007	60.107
		10/1/2014	50.377	52.398	54.492	56.671	58.936	61.292	61.592	61.692	61.792	61.892
ECHOCARD TECHNOLOGIST II-LA ONLY	30538	10/1/2012	47.750	50.140	52.895	55.802	58.873	62.102	62.402	62.502	62.602	62.702
		10/1/2013	49.183	51.643	54.481	57.476	60.640	63.966	64.266	64.366	64.466	64.566
		10/1/2014	50.659	53.192	56.116	59.201	62.459	65.885	66.185	66.285	66.385	66.485
DIAG IMAG TECH - MRI	30539	10/1/2012	49.925	51.924	53.999	56.162	58.405	60.743	61.043	61.143	61.243	61.343
		10/1/2013	51.422	53.482	55.619	57.847	60.157	62.566	62.866	62.966	63.066	63.166
		10/1/2014	52.966	55.086	57.287	59.582	61.962	64.442	64.742	64.842	64.942	65.042

**SOUTHERN CALIFORNIA REGION
BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
NUCLEAR MEDICAL TECHNOLOGIST	30540	10/1/2012	55.946	58.182	60.511	62.934	65.449	68.066	68.366	68.466	68.566	68.666
		10/1/2013	57.625	59.928	62.327	64.822	67.412	70.109	70.409	70.509	70.609	70.709
		10/1/2014	59.354	61.726	64.196	66.767	69.434	72.212	72.512	72.612	72.712	72.812
CARDIAC CATH TECHNOLOGIST DIAG IMAG TECH - RADIOLOGY III	30534 30541	10/1/2012	49.488	51.469	53.527	55.668	57.898	60.204	60.504	60.604	60.704	60.804
		10/1/2013	50.972	53.014	55.133	57.338	59.634	62.010	62.310	62.410	62.510	62.610
		10/1/2014	52.501	54.604	56.786	59.058	61.423	63.870	64.170	64.270	64.370	64.470
CARDIAC CATH RAD TECHNO-LA ONLY INTERVENTIONAL RADIOLOGIC TECH	30542 30799	10/1/2012	55.639	57.866	60.182	62.588	65.093	67.694	67.994	68.094	68.194	68.294
		10/1/2013	57.308	59.603	61.988	64.466	67.045	69.725	70.025	70.125	70.225	70.325
		10/1/2014	59.028	61.391	63.848	66.401	69.056	71.816	72.116	72.216	72.316	72.416
PERFUSIONIST II	30543	10/1/2012	69.034	72.757	76.572	80.696	86.725	92.783	93.083	93.183	93.283	93.383
		10/1/2013	71.105	74.940	78.869	83.117	89.327	95.567	95.867	95.967	96.067	96.167
		10/1/2014	73.238	77.189	81.235	85.610	92.006	98.434	98.734	98.834	98.934	99.034

**SOUTHERN CALIFORNIA REGION
BASE
MARKET SENSITIVE PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	YEAR	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
NEURODIAGNOSTIC TECHNO I - LA Only	30545	10/1/2012	50.828	53.370	56.304	59.400	62.670	66.114	66.414	66.514	66.614	66.714
		10/1/2013	52.354	54.971	57.994	61.182	64.550	68.098	68.398	68.498	68.598	68.698
		10/1/2014	53.924	56.620	59.734	63.018	66.487	70.140	70.440	70.540	70.640	70.740
DIAG IMAG TECH - SONOGRAPHER PERIPHERIAL VASCULAR TECHNOLOGIST II	30546 30544	10/1/2012	52.930	55.044	57.251	59.538	62.464	65.900	66.200	66.300	66.400	66.500
		10/1/2013	54.517	56.695	58.968	61.324	64.338	67.878	68.178	68.278	68.378	68.478
		10/1/2014	56.153	58.396	60.737	63.163	66.268	69.914	70.214	70.314	70.414	70.514
RADIATION THERAPY TECHNOLOGIST	30547	10/1/2012	56.398	59.222	62.476	65.910	69.536	73.360	73.660	73.760	73.860	73.960
		10/1/2013	58.090	61.000	64.350	67.888	71.622	75.560	75.860	75.960	76.060	76.160
		10/1/2014	59.832	62.830	66.281	69.924	73.771	77.827	78.127	78.227	78.327	78.427
RADIATION PLANNING THERAPIST	30548	10/1/2012	58.036	60.940	64.285	67.823	71.554	75.488	75.788	75.888	75.988	76.088
		10/1/2013	59.777	62.767	66.214	69.858	73.700	77.753	78.053	78.153	78.253	78.353
		10/1/2014	61.570	64.650	68.200	71.953	75.912	80.086	80.386	80.486	80.586	80.686
NEURODIAGNOSTIC TECHNO II - LA Only	30549	10/1/2012	57.179	60.040	63.341	66.822	70.499	74.377	74.677	74.777	74.877	74.977
		10/1/2013	58.894	61.841	65.242	68.827	72.613	76.608	76.908	77.008	77.108	77.208
		10/1/2014	60.660	63.696	67.199	70.892	74.791	78.906	79.206	79.306	79.406	79.506

SOUTHERN CALIFORNIA REGION WAGE RATES:

LEADS

The following are Southern California Region negotiated wage rates for 2012 through 2014. As negotiated in the 2012 National Agreement (Section 3. D. 4.), SEIU-UHW members will receive an additional 3% across the board raise on October 1, 2015 if there is no successor to the current National Agreement.

**SOUTHERN CALIFORNIA REGION
LEAD
SERVICE, MAINTENANCE & PRODUCTION**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
LEAD PARKING LOT ATTENDANT	43359	10/1/2012	14.982	15.730	16.517	17.107	18.568	19.010	19.310	19.410	19.510	19.610
LEAD KITCHEN WORKER	45429	10/1/2013	15.431	16.202	17.013	17.620	19.125	19.580	19.880	19.980	20.080	20.180
LEAD LINEN ROOM ATTENDANT	40146	10/1/2014	15.894	16.688	17.523	18.149	19.699	20.167	20.467	20.567	20.667	20.767
LEAD HOUSEKEEPING ATTENDANT	47839	10/1/2012	15.222	15.985	16.864	17.790	18.771	19.800	20.100	20.200	20.300	20.400
LEAD STOREROOM WORKER	43535	10/1/2013	15.679	16.465	17.370	18.324	19.334	20.394	20.694	20.794	20.894	20.994
		10/1/2014	16.149	16.959	17.891	18.874	19.914	21.006	21.306	21.406	21.506	21.606
LEAD STOREROOM WORKER (OFF-SITE)	43552	10/1/2012	16.572	17.403	18.359	19.370	20.433	21.559	21.859	21.959	22.059	22.159
		10/1/2013	17.069	17.925	18.910	19.951	21.046	22.206	22.506	22.606	22.706	22.806
		10/1/2014	17.581	18.463	19.477	20.550	21.677	22.872	23.172	23.272	23.372	23.472
LEAD COURIER	40189	10/1/2012	17.216	18.074	19.068	20.116	21.221	22.392	22.692	22.792	22.892	22.992
LEAD MEDICAL CENTER MESSENGER	40190	10/1/2013	17.732	18.616	19.640	20.719	21.858	23.064	23.364	23.464	23.564	23.664
		10/1/2014	18.264	19.174	20.229	21.341	22.514	23.756	24.056	24.156	24.256	24.356
LEAD SHIPPING & RECEIVING CLERK	40191	10/1/2012	17.722	18.608	19.629	20.709	21.847	23.049	23.349	23.449	23.549	23.649
		10/1/2013	18.254	19.166	20.218	21.330	22.502	23.740	24.040	24.140	24.240	24.340
		10/1/2014	18.802	19.741	20.825	21.970	23.177	24.452	24.752	24.852	24.952	25.052
LEAD COOK	45476	10/1/2012	18.692	19.629	20.706	21.845	23.048	24.317	24.617	24.717	24.817	24.917
LEAD REGIONAL COURIER	40234	10/1/2013	19.253	20.218	21.327	22.500	23.739	25.047	25.347	25.447	25.547	25.647
		10/1/2014	19.831	20.825	21.967	23.175	24.451	25.798	26.098	26.198	26.298	26.398
LEAD OPTICAL LAB EQUIPMENT OPER	40243	10/1/2012	19.385	20.355	21.472	22.653	24.094	24.791	25.091	25.191	25.291	25.391
		10/1/2013	19.967	20.966	22.116	23.333	24.657	25.535	25.835	25.935	26.035	26.135
		10/1/2014	20.566	21.595	22.779	24.033	25.428	26.301	26.601	26.701	26.801	26.901

**SOUTHERN CALIFORNIA REGION
LEAD
SERVICE, MAINTENANCE & PRODUCTION**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
LEAD CENTRAL PHARMACY WAREHOUSE WORKER	40033	10/1/2012	20.185	21.190	22.356	23.587	24.888	26.252	26.552	26.652	26.752	26.852
		10/1/2013	20.791	21.826	23.027	24.295	25.635	27.040	27.340	27.440	27.540	27.640
		10/1/2014	21.415	22.481	23.718	25.024	26.404	27.851	28.151	28.251	28.351	28.451
LEAD BOB TAIL TRUCK DRIVER	40192	10/1/2012	21.497	22.570	23.814	25.127	26.507	27.965	28.265	28.365	28.465	28.565
		10/1/2013	22.142	23.247	24.528	25.881	27.302	28.804	29.104	29.204	29.304	29.404
		10/1/2014	22.806	23.944	25.264	26.657	28.121	29.668	29.968	30.068	30.168	30.268

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
LEAD TRANSPORTATION AIDE	30494	10/1/2012	15.286	16.052	16.572	18.191	18.586	20.135	20.435	20.535	20.635	20.735
		10/1/2013	15.745	16.534	17.069	18.737	19.144	20.739	21.039	21.139	21.239	21.339
		10/1/2014	16.217	17.030	17.581	19.299	19.718	21.361	21.661	21.761	21.861	21.961
LEAD OPTICAL WORKER	30509	10/1/2012	18.134	19.054	20.008	21.155	21.820	22.330	22.630	22.730	22.830	22.930
		10/1/2013	18.678	19.626	20.608	21.790	22.475	23.000	23.300	23.400	23.500	23.600
		10/1/2014	19.238	20.215	21.226	22.444	23.149	23.690	23.990	24.090	24.190	24.290
LEAD JUNIOR LAB ASSISTANT	35578	10/1/2012	18.357	19.277	20.238	21.359	22.001	22.224	22.524	22.624	22.724	22.824
LEAD LAB AIDE	35579	10/1/2013	18.908	19.855	20.845	22.000	22.661	22.891	23.191	23.291	23.391	23.491
		10/1/2014	19.475	20.451	21.470	22.660	23.341	23.578	23.878	23.978	24.078	24.178
LEAD CENTRAL SUPPLY TECH I	30275	10/1/2012	18.707	19.639	20.727	21.862	23.066	24.334	24.634	24.734	24.834	24.934
		10/1/2013	19.268	20.228	21.349	22.518	23.758	25.064	25.364	25.464	25.564	25.664
		10/1/2014	19.846	20.835	21.989	23.194	24.471	25.816	26.116	26.216	26.316	26.416
LEAD CENTRAL SUPPLY TECH II	30276	10/1/2012	19.172	20.130	21.242	22.411	23.647	24.942	25.242	25.342	25.442	25.542
		10/1/2013	19.747	20.734	21.879	23.083	24.356	25.690	25.990	26.090	26.190	26.290
		10/1/2014	20.339	21.356	22.535	23.775	25.087	26.461	26.761	26.861	26.961	27.061
LEAD LAB ASSISTANT I	35595	10/1/2012	19.546	20.521	21.549	22.826	23.603	24.250	24.550	24.650	24.750	24.850
		10/1/2013	20.132	21.137	22.195	23.511	24.311	24.978	25.278	25.378	25.478	25.578
		10/1/2014	20.736	21.771	22.861	24.216	25.040	25.727	26.027	26.127	26.227	26.327
LEAD MULTIPHASIC HEALTH ASST	36959	10/1/2012	19.744	20.734	21.871	23.073	24.349	25.688	25.988	26.088	26.188	26.288
		10/1/2013	20.336	21.356	22.527	23.765	25.079	26.459	26.759	26.859	26.959	27.059
		10/1/2014	20.946	21.997	23.203	24.478	25.831	27.253	27.553	27.653	27.753	27.853

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
LEAD CLINIC ASSISTANT	30510	10/1/2012	20.050	21.054	22.209	23.430	24.724	26.086	26.386	26.486	26.586	26.686
		10/1/2013	20.652	21.686	22.875	24.133	25.466	26.869	27.169	27.269	27.369	27.469
		10/1/2014	21.272	22.337	23.561	24.857	26.230	27.675	27.975	28.075	28.175	28.275
LEAD MEDICAL ASSISTANT	30524	10/1/2012	20.151	21.158	22.320	23.547	24.846	26.214	26.514	26.614	26.714	26.814
		10/1/2013	20.756	21.793	22.990	24.253	25.591	27.000	27.300	27.400	27.500	27.600
		10/1/2014	21.379	22.447	23.680	24.981	26.359	27.810	28.110	28.210	28.310	28.410
LEAD OPTICAL MECHANIC	37052	10/1/2012	19.830	20.821	21.859	23.050	23.924	24.075	24.375	24.475	24.575	24.675
		10/1/2013	20.425	21.446	22.515	23.742	24.642	24.797	25.097	25.197	25.297	25.397
		10/1/2014	21.038	22.089	23.190	24.454	25.381	25.541	25.841	25.941	26.041	26.141
LEAD LAB ASSISTANT II	35589	10/1/2012	21.500	22.585	23.712	25.110	26.153	26.280	26.580	26.680	26.780	26.880
LEAD PHLEBOTOMIST	30495	10/1/2013	22.145	23.263	24.423	25.863	26.938	27.068	27.368	27.468	27.568	27.668
		10/1/2014	22.809	23.961	25.156	26.639	27.746	27.880	28.180	28.280	28.380	28.480
LEAD RAD PROC SERV TECH	30496	10/1/2012	22.147	23.259	24.421	25.864	26.935	27.067	27.367	27.467	27.567	27.667
		10/1/2013	22.811	23.957	25.154	26.640	27.743	27.879	28.179	28.279	28.379	28.479
		10/1/2014	23.495	24.676	25.909	27.439	28.575	28.715	29.015	29.115	29.215	29.315
LEAD EKG TECHNICIAN	30180	10/1/2012	23.841	25.033	26.413	27.864	29.397	31.013	31.313	31.413	31.513	31.613
		10/1/2013	24.556	25.784	27.205	28.700	30.279	31.943	32.243	32.343	32.443	32.543
		10/1/2014	25.293	26.558	28.021	29.561	31.187	32.901	33.201	33.301	33.401	33.501
LEAD OPTICAL DISPENSER	30356	10/1/2012	23.660	24.965	26.212	27.946	29.762	31.581	31.881	31.981	32.081	32.181
LEAD OPTICAL TECHNICIAN	37055	10/1/2013	24.370	25.714	26.998	28.784	30.655	32.528	32.828	32.928	33.028	33.128
LEAD TISSUE TECHNICIAN	35599	10/1/2014	25.101	26.485	27.808	29.648	31.575	33.504	33.804	33.904	34.004	34.104

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
LEAD LVN I	30130	10/1/2012	24.477	25.700	27.116	28.605	30.180	31.837	32.137	32.237	32.337	32.437
		10/1/2013	25.211	26.471	27.929	29.463	31.085	32.792	33.092	33.192	33.292	33.392
		10/1/2014	25.967	27.265	28.767	30.347	32.018	33.776	34.076	34.176	34.276	34.376
LEAD UROLOGY TECHNOLOGIST	30497	10/1/2012	25.234	26.496	27.955	29.490	31.112	32.825	33.125	33.225	33.325	33.425
		10/1/2013	25.991	27.291	28.794	30.375	32.045	33.810	34.110	34.210	34.310	34.410
		10/1/2014	26.771	28.110	29.658	31.286	33.006	34.824	35.124	35.224	35.324	35.424
LEAD LVN II	36298	10/1/2012	24.792	26.027	27.465	28.967	30.563	32.245	32.545	32.645	32.745	32.845
		10/1/2013	25.536	26.808	28.289	29.836	31.480	33.212	33.512	33.612	33.712	33.812
		10/1/2014	26.302	27.612	29.138	30.731	32.424	34.208	34.508	34.608	34.708	34.808
LEAD LVN III	36302	10/1/2012	25.741	27.028	28.509	30.084	31.732	33.482	33.782	33.882	33.982	34.082
		10/1/2013	26.513	27.839	29.364	30.987	32.684	34.486	34.786	34.886	34.986	35.086
		10/1/2014	27.308	28.674	30.245	31.917	33.665	35.521	35.821	35.921	36.021	36.121
LEAD ANESTHESIA TECH	30526	10/1/2012	26.148	27.462	28.967	30.561	32.243	34.014	34.314	34.414	34.514	34.614
LEAD AUTOPSY TISSUE TECH ASST	30515	10/1/2013	26.932	28.286	29.836	31.478	33.210	35.034	35.334	35.434	35.534	35.634
LEAD EEG TECH	30498	10/1/2014	27.740	29.135	30.731	32.422	34.206	36.085	36.385	36.485	36.585	36.685
LEAD HEALTH EVALUATION ASST	30499											
LEAD LAB ASSISTANT III	30506											
LEAD PODIATRY TECH	30513											
LEAD CERTIFIED ANESTHESIA TECH	30840	10/1/2012	26.673	28.007	29.548	31.171	32.885	34.693	34.993	35.093	35.193	35.293
		10/1/2013	27.473	28.847	30.434	32.106	33.872	35.734	36.034	36.134	36.234	36.334
		10/1/2014	28.297	29.712	31.347	33.069	34.888	36.806	37.106	37.206	37.306	37.406
LEAD CERTIFIED ANESTHESIA TECH (IV CERT)	30841	10/1/2012	26.935	28.282	29.837	31.477	33.207	35.034	35.334	35.434	35.534	35.634
		10/1/2013	27.743	29.130	30.732	32.421	34.203	36.085	36.385	36.485	36.585	36.685
		10/1/2014	28.575	30.004	31.654	33.394	35.229	37.168	37.468	37.568	37.668	37.768

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
LEAD POLYSOMN TECHNO	30511	10/1/2012	27.941	29.335	30.949	32.656	34.450	36.345	36.645	36.745	36.845	36.945
		10/1/2013	28.779	30.215	31.877	33.636	35.484	37.435	37.735	37.835	37.935	38.035
		10/1/2014	29.642	31.121	32.833	34.645	36.549	38.558	38.858	38.958	39.058	39.158
LEAD LIC PHYSICAL THERAPY ASST	30769	10/1/2012	29.106	30.560	32.243	34.016	35.888	37.859	38.159	38.259	38.359	38.459
		10/1/2013	29.979	31.477	33.210	35.036	36.965	38.995	39.295	39.395	39.495	39.595
		10/1/2014	30.878	32.421	34.206	36.087	38.074	40.165	40.465	40.565	40.665	40.765
LEAD HISTOLOGY TECHNO	35613	10/1/2012	30.494	32.018	33.780	35.635	37.595	39.668	39.968	40.068	40.168	40.268
		10/1/2013	31.409	32.979	34.793	36.704	38.723	40.858	41.158	41.258	41.358	41.458
		10/1/2014	32.351	33.968	35.837	37.805	39.885	42.084	42.384	42.484	42.584	42.684
LEAD RESP CARE PRAC I	35739	10/1/2012	35.923	37.628	39.598	41.671	43.860	46.178	46.478	46.578	46.678	46.778
		10/1/2013	37.001	38.757	40.786	42.921	45.176	47.563	47.863	47.963	48.063	48.163
		10/1/2014	38.111	39.920	42.010	44.209	46.531	48.990	49.290	49.390	49.490	49.590
LEAD RESP CARE PRAC II	35738	10/1/2012	36.337	38.062	40.053	42.152	44.367	46.706	47.006	47.106	47.206	47.306
		10/1/2013	37.427	39.204	41.255	43.417	45.698	48.107	48.407	48.507	48.607	48.707
		10/1/2014	38.550	40.380	42.493	44.720	47.069	49.550	49.850	49.950	50.050	50.150
LEAD RESP CARE PRAC III	35742	10/1/2012	36.695	38.435	40.447	42.572	44.808	47.169	47.469	47.569	47.669	47.769
		10/1/2013	37.796	39.588	41.660	43.849	46.152	48.584	48.884	48.984	49.084	49.184
		10/1/2014	38.930	40.776	42.910	45.164	47.537	50.042	50.342	50.442	50.542	50.642
*LEAD SOLUTIONS TECHNO	30500	10/1/2012	32.970	34.535	36.340	38.250	40.257	42.383	42.683	42.783	42.883	42.983
		10/1/2013	33.959	35.571	37.430	39.398	41.465	43.654	43.954	44.054	44.154	44.254
		10/1/2014	34.978	36.638	38.553	40.580	42.709	44.964	45.264	45.364	45.464	45.564

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD ORTHO TECHNO	30501	10/1/2012	32.045	33.647	35.497	37.448	39.509	41.678	41.978	42.078	42.178	42.278
		10/1/2013	33.006	34.656	36.562	38.571	40.694	42.928	43.228	43.328	43.428	43.528
		10/1/2014	33.996	35.696	37.659	39.728	41.915	44.216	44.516	44.616	44.716	44.816
LEAD CYTOGENETIC TECHNOLOGIST	30807	10/1/2012	42.615	44.745	47.208	49.802	52.544	55.436	55.736	55.836	55.936	56.036
		10/1/2013	43.893	46.087	48.624	51.296	54.120	57.099	57.399	57.499	57.599	57.699
		10/1/2014	45.210	47.470	50.083	52.835	55.744	58.812	59.112	59.212	59.312	59.412

**SOUTHERN CALIFORNIA REGION
LEAD
PROCESSING / COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD APPOINTMENT DATA CLERK	20942	10/1/2012	17.610	18.496	19.512	20.582	21.720	22.910	23.210	23.310	23.410	23.510
LEAD CHART ROOM CLERK	24599	10/1/2013	18.138	19.051	20.097	21.199	22.372	23.597	23.897	23.997	24.097	24.197
LEAD ENTRY CLERK	20640	10/1/2014	18.682	19.623	20.700	21.835	23.043	24.305	24.605	24.705	24.805	24.905
LEAD FILE CLERK	20042											
LEAD X-RAY CLERK	20492											
LEAD ACCOUNTS PAYABLE CLERK	20629	10/1/2012	18.391	19.313	20.371	21.495	22.671	23.919	24.219	24.319	24.419	24.519
LEAD BIRTH CERTIFICATE CLERK	24528	10/1/2013	18.943	19.892	20.982	22.140	23.351	24.637	24.937	25.037	25.137	25.237
LEAD COMMUNICATIONS OPERATOR	24829	10/1/2014	19.511	20.489	21.611	22.804	24.052	25.376	25.676	25.776	25.876	25.976
LEAD DATA ENTRY CLERK	24627											
LEAD DIETARY CASHIER	25141											
LEAD DIET CLERK	20696											
LEAD DOCUMENT PREP ASST	20684											
LEAD GENERAL CLERK	20641											
LEAD LAB CLERK	25059											
LEAD STOREROOM CLERK	20628											
LEAD TRANSPORTATION ORDERLY / DISPATCHER	20650											

**SOUTHERN CALIFORNIA REGION
LEAD
PROCESSING / COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD ACCT RECONCIL CLERK	24180	10/1/2012	19.199	20.158	21.270	22.439	23.671	24.973	25.273	25.373	25.473	25.573
LEAD BLOOD DONOR RECRUITER	25057	10/1/2013	19.775	20.763	21.908	23.112	24.381	25.722	26.022	26.122	26.222	26.322
LEAD BUSINESS OFFICE CLERK	20109	10/1/2014	20.368	21.386	22.565	23.805	25.112	26.494	26.794	26.894	26.994	27.094
LEAD CASHIER RECEPTIONIST	25139											
LEAD CLERK STENO	24045											
LEAD COLLECTION SUPPORT REP	20642											
LEAD CONTACT LENS EXPEDITER	21045											
LEAD CASE CORRESPONDENCE CLERK	21049											
LEAD CUSTOMER SERVICE PHONE REP	24781											
LEAD DRUG PURCHASING CLERK	24152											
LEAD INTERMEDIATE CLERK	20643											
LEAD RECEPTIONIST	25129											
LEAD SUBPOENA CLERK	20631											
LEAD CASHIER (PBS)	20973											
LEAD CLAIMS PROCESSOR	30779											
LEAD APPOINTMENT CLERK	20630	10/1/2012	19.581	20.563	21.693	22.886	24.147	25.472	25.772	25.872	25.972	26.072
LEAD DEPARTMENT SECRETARY	20651	10/1/2013	20.168	21.180	22.344	23.573	24.871	26.236	26.536	26.636	26.736	26.836
		10/1/2014	20.773	21.815	23.014	24.280	25.617	27.023	27.323	27.423	27.523	27.623
LEAD DATA ENTRY OPERATOR	24649	10/1/2012	19.328	20.296	21.411	22.589	23.831	25.141	25.441	25.541	25.641	25.741
		10/1/2013	19.908	20.905	22.053	23.267	24.546	25.895	26.195	26.295	26.395	26.495
		10/1/2014	20.505	21.532	22.715	23.965	25.282	26.672	26.972	27.072	27.172	27.272
LEAD ADMITTING CLERK	20122	10/1/2012	19.392	20.357	21.481	22.663	23.906	25.223	25.523	25.623	25.723	25.823
LEAD HOME HEALTH CLERK	20632	10/1/2013	19.974	20.968	22.125	23.343	24.623	25.980	26.280	26.380	26.480	26.580
		10/1/2014	20.573	21.597	22.789	24.043	25.362	26.759	27.059	27.159	27.259	27.359
LEAD MED CORRESPONDENCE CLK	20705	10/1/2012	19.774	20.767	21.912	23.113	24.382	25.727	26.027	26.127	26.227	26.327
LEAD DME CLERK	21053	10/1/2013	20.367	21.390	22.569	23.806	25.113	26.499	26.799	26.899	26.999	27.099
		10/1/2014	20.978	22.032	23.246	24.520	25.866	27.294	27.594	27.694	27.794	27.894

**SOUTHERN CALIFORNIA REGION
LEAD
PROCESSING / COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD BUSINESS SERVICES REP	20934	10/1/2012	19.783	20.772	21.914	23.118	24.390	25.731	26.031	26.131	26.231	26.331
LEAD CUSTOMER SERVICE REP	20644	10/1/2013	20.376	21.395	22.571	23.812	25.122	26.503	26.803	26.903	27.003	27.103
LEAD GRP REVIEWER	24695	10/1/2014	20.987	22.037	23.248	24.526	25.876	27.298	27.598	27.698	27.798	27.898
LEAD MBSHP SRV CLK	20365											
LEAD RECORDS CLERK	20263											
LEAD MEDICARE REIMBRMNT PROC	20945											
LEAD SURGERY SCHEDULING CLERK	20209	10/1/2012	20.218	21.228	22.395	23.626	24.926	26.298	26.598	26.698	26.798	26.898
		10/1/2013	20.825	21.865	23.067	24.335	25.674	27.087	27.387	27.487	27.587	27.687
		10/1/2014	21.450	22.521	23.759	25.065	26.444	27.900	28.200	28.300	28.400	28.500
LEAD ASSISTANT COLLECTOR	20653	10/1/2012	20.374	21.395	22.570	23.812	25.121	26.504	26.804	26.904	27.004	27.104
		10/1/2013	20.985	22.037	23.247	24.526	25.875	27.299	27.599	27.699	27.799	27.899
		10/1/2014	21.615	22.698	23.944	25.262	26.651	28.118	28.418	28.518	28.618	28.718
LEAD CLERK	20633	10/1/2012	21.670	22.755	24.005	25.326	26.719	28.191	28.491	28.591	28.691	28.791
LEAD MEDICAL AUDIT CLERK	20652	10/1/2013	22.320	23.438	24.725	26.086	27.521	29.037	29.337	29.437	29.537	29.637
LEAD MEDICAL SECRETARY	20634	10/1/2014	22.990	24.141	25.467	26.869	28.347	29.908	30.208	30.308	30.408	30.508
LEAD MEMBERSHIP ACCTG COORD	20635											
LEAD OPTICAL SCANNER OPER	20636											
LEAD PSYCH SOCIAL CLERK	20647											
LEAD INDUSTRIAL BILLER	20645	10/1/2012	22.916	24.062	25.387	26.783	28.257	29.810	30.110	30.210	30.310	30.410
LEAD INSURANCE BILLER	20637	10/1/2013	23.603	24.784	26.149	27.586	29.105	30.704	31.004	31.104	31.204	31.304
LEAD MEDICAL REVIEWER	20938	10/1/2014	24.311	25.528	26.933	28.414	29.978	31.625	31.925	32.025	32.125	32.225
LEAD REVENUE BILLER	20646											
LEAD BILLER (PBS)	20967											
LEAD OHS CLAIMS PROCESSOR	21048											
LEAD INDUSTRIAL EOB PROCESSOR	20648	10/1/2012	23.405	24.415	25.759	27.173	28.668	30.247	30.547	30.647	30.747	30.847
		10/1/2013	24.107	25.147	26.532	27.988	29.528	31.154	31.454	31.554	31.654	31.754
		10/1/2014	24.830	25.901	27.328	28.828	30.414	32.089	32.389	32.489	32.589	32.689

**SOUTHERN CALIFORNIA REGION
LEAD
PROCESSING / COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD COLLECTOR II	20654	10/1/2012	24.105	25.150	26.531	27.988	29.528	31.154	31.454	31.554	31.654	31.754
		10/1/2013	24.828	25.905	27.327	28.828	30.414	32.089	32.389	32.489	32.589	32.689
		10/1/2014	25.573	26.682	28.147	29.693	31.326	33.052	33.352	33.452	33.552	33.652
LEAD CLAIMS ADJUSTER	20695	10/1/2012	25.752	27.041	28.530	30.096	31.755	33.497	33.797	33.897	33.997	34.097
LEAD MEDICAL TRANSCRIBER	20317	10/1/2013	26.525	27.852	29.386	30.999	32.708	34.502	34.802	34.902	35.002	35.102
LEAD PATHOLOGY TRANSCRIBER	21075	10/1/2014	27.321	28.688	30.268	31.929	33.689	35.537	35.837	35.937	36.037	36.137
LEAD WORD PROCESSING OPER	20638											
LEAD RESEARCH AND REOLUTIONS CLAIMS ADJUSTER - DOWNEY ONLY	21067	10/1/2012	26.524	27.853	29.386	30.999	32.705	34.503	34.803	34.903	35.003	35.103
		10/1/2013	27.320	28.689	30.268	31.929	33.686	35.538	35.838	35.938	36.038	36.138
		10/1/2014	28.140	29.550	31.176	32.887	34.697	36.604	36.904	37.004	37.104	37.204

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
LEAD NEURODIAGNOSTIC TECHNO	30525	10/1/2012	32.814	34.451	36.346	38.345	40.453	42.679	42.979	43.079	43.179	43.279
		10/1/2013	33.798	35.485	37.436	39.495	41.667	43.959	44.259	44.359	44.459	44.559
		10/1/2014	34.812	36.550	38.559	40.680	42.917	45.278	45.578	45.678	45.778	45.878
LEAD ECHOCARDIOGRAM TECH I	30514	10/1/2012	37.984	39.882	42.071	44.391	46.829	49.401	49.701	49.801	49.901	50.001
		10/1/2013	39.124	41.078	43.333	45.723	48.234	50.883	51.183	51.283	51.383	51.483
		10/1/2014	40.298	42.310	44.633	47.095	49.681	52.409	52.709	52.809	52.909	53.009
LEAD DIAG IMAG TECH - MAMMO	30512	10/1/2012	41.552	43.214	44.940	46.741	48.608	50.554	50.854	50.954	51.054	51.154
		10/1/2013	42.799	44.510	46.288	48.143	50.066	52.071	52.371	52.471	52.571	52.671
		10/1/2014	44.083	45.845	47.677	49.587	51.568	53.633	53.933	54.033	54.133	54.233
LEAD DIAG IMAG TECH - MRI	30503	10/1/2012	43.685	45.432	47.251	49.142	51.103	53.150	53.450	53.550	53.650	53.750
		10/1/2013	44.996	46.795	48.669	50.616	52.636	54.745	55.045	55.145	55.245	55.345
		10/1/2014	46.346	48.199	50.129	52.134	54.215	56.387	56.687	56.787	56.887	56.987
LEAD NUCLEAR MED TECHNO	30257	10/1/2012	48.953	50.912	52.947	55.064	57.266	59.558	59.858	59.958	60.058	60.158
		10/1/2013	50.422	52.439	54.535	56.716	58.984	61.345	61.645	61.745	61.845	61.945
		10/1/2014	51.935	54.012	56.171	58.417	60.754	63.185	63.485	63.585	63.685	63.785
LEAD CARDIAC CATH TECHNO	30502	10/1/2012	43.303	45.034	46.834	48.710	50.658	52.679	52.979	53.079	53.179	53.279
LEAD DIAG IMAG TECH - RADIOLOGY IV	30504	10/1/2013	44.602	46.385	48.239	50.171	52.178	54.259	54.559	54.659	54.759	54.859
		10/1/2014	45.940	47.777	49.686	51.676	53.743	55.887	56.187	56.287	56.387	56.487
LEAD INTERVENTIONAL RAD TECH	30803	10/1/2012	48.685	50.633	52.658	54.765	56.955	59.232	59.532	59.632	59.732	59.832
		10/1/2013	50.146	52.152	54.238	56.408	58.664	61.009	61.309	61.409	61.509	61.609
		10/1/2014	51.650	53.717	55.865	58.100	60.424	62.839	63.139	63.239	63.339	63.439

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR	15 YEAR	20 YEAR	25 YEAR
LEAD PERFUSIONIST	30505	10/1/2012	60.405	63.662	67.000	70.611	75.883	81.187	81.487	81.587	81.687	81.787
		10/1/2013	62.217	65.572	69.010	72.729	78.159	83.623	83.923	84.023	84.123	84.223
		10/1/2014	64.084	67.539	71.080	74.911	80.504	86.132	86.432	86.532	86.632	86.732
LEAD ECHOCARDIOGRAM TECHNOLOGIST II	30795	10/1/2012	41.784	43.870	46.281	48.829	51.514	54.342	54.642	54.742	54.842	54.942
		10/1/2013	43.038	45.186	47.669	50.294	53.059	55.972	56.272	56.372	56.472	56.572
		10/1/2014	44.329	46.542	49.099	51.803	54.651	57.651	57.951	58.051	58.151	58.251

**SOUTHERN CALIFORNIA REGION
LEAD
MARKET SENSITIVE - PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - SONOGRAPHER	30507	10/1/2012	46.315	48.164	50.091	52.094	54.658	57.662	57.962	58.062	58.162	58.262
		10/1/2013	47.704	49.609	51.594	53.657	56.298	59.392	59.692	59.792	59.892	59.992
		10/1/2014	49.135	51.097	53.142	55.267	57.987	61.174	61.474	61.574	61.674	61.774
LEAD RADIATION THERAPY TECHNOLOGIST	30508	10/1/2012	49.351	51.817	54.664	57.670	60.846	64.187	64.487	64.587	64.687	64.787
		10/1/2013	50.832	53.372	56.304	59.400	62.671	66.113	66.413	66.513	66.613	66.713
		10/1/2014	52.357	54.973	57.993	61.182	64.551	68.096	68.396	68.496	68.596	68.696

**SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
LEAD NEURODIAGNOSTIC TECHNO	30550	10/1/2012	39.377	41.341	43.615	46.014	48.544	51.215	51.515	51.615	51.715	51.815
		10/1/2013	40.558	42.582	44.923	47.394	50.000	52.751	53.051	53.151	53.251	53.351
		10/1/2014	41.774	43.860	46.271	48.816	51.500	54.334	54.634	54.734	54.834	54.934
LEAD ECHOCARDIOGRAM TECH I	30551	10/1/2012	45.581	47.858	50.485	53.269	56.195	59.281	59.581	59.681	59.781	59.881
		10/1/2013	46.949	49.294	52.000	54.868	57.881	61.060	61.360	61.460	61.560	61.660
		10/1/2014	48.358	50.772	53.560	56.514	59.617	62.891	63.191	63.291	63.391	63.491
LEAD DIAG IMAG TECH - MAMMO	30553	10/1/2012	49.862	51.857	53.928	56.089	58.330	60.665	60.965	61.065	61.165	61.265
		10/1/2013	51.359	53.412	55.546	57.772	60.079	62.485	62.785	62.885	62.985	63.085
		10/1/2014	52.900	55.014	57.212	59.504	61.882	64.360	64.660	64.760	64.860	64.960
LEAD DIAG IMAG TECH - MRI	30554	10/1/2012	52.422	54.518	56.701	58.970	61.324	63.780	64.080	64.180	64.280	64.380
		10/1/2013	53.995	56.154	58.403	60.739	63.163	65.694	65.994	66.094	66.194	66.294
		10/1/2014	55.615	57.839	60.155	62.561	65.058	67.664	67.964	68.064	68.164	68.264
LEAD NUCLEAR MED TECHNO	30555	10/1/2012	58.744	61.094	63.536	66.077	68.719	71.470	71.770	71.870	71.970	72.070
		10/1/2013	60.506	62.927	65.442	68.059	70.781	73.614	73.914	74.014	74.114	74.214
		10/1/2014	62.322	64.814	67.405	70.100	72.905	75.822	76.122	76.222	76.322	76.422
LEAD CARDIAC CATH TECHNO	30552	10/1/2012	51.964	54.041	56.201	58.452	60.790	63.215	63.515	63.615	63.715	63.815
LEAD DIAG IMAG TECH - RADIOLOGY IV	30556	10/1/2013	53.522	55.662	57.887	60.205	62.614	65.111	65.411	65.511	65.611	65.711
		10/1/2014	55.128	57.332	59.623	62.011	64.492	67.064	67.364	67.464	67.564	67.664

SOUTHERN CALIFORNIA REGION
LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	YEAR	PID	PID	PID	PID	PID	PID	LNG	LNG	LNG	LNG
			01	05	08	09	10	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 YEAR	15 YEAR	20 YEAR	25 YEAR
			START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR				
LEAD INTERVENTIONAL RAD TECH	30800	10/1/2012	58.422	60.760	63.190	65.718	68.346	71.078	71.378	71.478	71.578	71.678
		10/1/2013	60.175	62.582	65.086	67.690	70.397	73.211	73.511	73.611	73.711	73.811
		10/1/2014	61.980	64.460	67.038	69.720	72.509	75.407	75.707	75.807	75.907	76.007
LEAD PERFUSIONIST	30557	10/1/2012	72.486	76.394	80.400	84.733	91.060	97.424	97.724	97.824	97.924	98.024
		10/1/2013	74.660	78.686	82.812	87.275	93.791	100.348	100.648	100.748	100.848	100.948
		10/1/2014	76.901	81.047	85.296	89.893	96.605	103.358	103.658	103.758	103.858	103.958

**SOUTHERN CALIFORNIA REGION
LEAD
MARKET SENSITIVE - PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	YEAR	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - SONOGRAPHER	30558	10/1/2012	55.578	57.797	60.109	62.513	65.590	69.194	69.494	69.594	69.694	69.794
		10/1/2013	57.245	59.531	61.913	64.388	67.558	71.270	71.570	71.670	71.770	71.870
		10/1/2014	58.962	61.316	63.770	66.320	69.584	73.409	73.709	73.809	73.909	74.009
LEAD RADIATION THERAPY TECHNOLOGIST	30559	10/1/2012	59.221	62.180	65.597	69.204	73.015	77.024	77.324	77.424	77.524	77.624
		10/1/2013	60.998	64.046	67.565	71.280	75.205	79.336	79.636	79.736	79.836	79.936
		10/1/2014	62.828	65.968	69.592	73.418	77.461	81.715	82.015	82.115	82.215	82.315

APPENDICES APPLICABLE STATEWIDE

STATEWIDE APPENDIX A

CALL CENTER ADDENDUM

A. **Call Center Preamble.**

Call Center Management and Labor commit to the LMP process. This process acknowledges the relationship to be far more important than any single transaction. We jointly commit to proactively identify and resolve issues collaboratively.

It is the goal of both Labor and Management to create a positive working environment for all.

B. **General Statement.**

In recognition of the call center environment being significantly different from medical centers we agree to the following:

C. **Union Business.**

1. **Steward Release.**

Stewards may be released at various times to conduct Union business. The release of stewards will depend on call volume and operational needs. Stewards will work with Management for release time. Such release time will not be unreasonably denied. Definition of Union business will be defined at the local level.

2. **Computer.**

Within 90 days of ratification of this agreement the Employer will provide at each Call Center a computer for Union business that will be equipped with intranet access, internet access and a printer.

3. **Steward Council.**

The facility steward council should meet regularly with the Human Resources Leader, Medical Group Administrator or designee, to discuss workplace issues that UHW members or management identify.

D. **SOUTHERN CALIFORNIA REGION Limited Physical Movement.**

SCAL-Management will limit physical movement of UHW members. When necessary changes are to be made, Management will notify the Union.

E. **Variance/Personal.**

Variance refers to the amount of time post log-on an Employee may be off-line exclusive of lunch, break, start and end time. Variance is to be used for on the clock personal needs. The Employer agrees to a variance of 20 minutes per 8-hour day statewide. Variance will be prorated based on hours worked per day.

This agreement will supersede any other existing agreements on variance. Both parties agree that past practice remains in place unless mutually agreed to change.

F. **Availability of Information.**

Call Center Management will post or provide call center information on: call volume, number of sick calls, performance goals, current performance information, and other mutually agreed upon data. All data will be from the previous business day or current business day.

G. **Request for Information.**

All Call Centers will establish an avenue to process requests for information through specific individuals.

H. **Staffing.**

Upon ratification of the UHW CBA, the Call Centers shall begin a joint and ongoing process to ensure adequate and efficient staffing. This process will reflect Management's need for flexibility in addressing fluctuating call volume, seasonality, and membership.

Concurrently this process will address the need of Labor to have adequate staffing to meet the needs of the UHW members. Within 90 days, each facility will develop a process to address staffing.

I. **Shift Up/Down (start time).**

The staffing section of the call center addendum will address the issue of start time shift up/ down. The goal is to minimize the use of this practice through development of adequate staffing. This will be a joint and ongoing assessment.

J. **Agreements in Writing.**

Both parties agree that there should be a written record of all joint decisions that significantly impact UHW members and Management. Therefore, all agreements will be in writing either in a side letter or meeting minutes where appropriate. This does not invalidate long-standing and mutually accepted practices.

K. **NORTHERN CALIFORNIA REGION Holiday Pay-varied Day Schedule.**

Both Parties will come to a common agreement on holiday pay for employees with varied day schedules by October 23, 2005.

L. **NORTHERN CALIFORNIA REGION Defined Work Areas.**

By June 1, 2006, the Call Centers commit to initiate a six (6) month pilot program to assign a specific work unit to each job posting. At the end of the 6 month period, both parties have a goal to establish the program permanently. In the event that the program is not mutually agreed to be implemented, both parties will utilize IBPS with an outside facilitator to address the concerns around this program prior to discontinuation.

M. **NORTHERN CALIFORNIA REGION Variable Start Time.**

Recognizing Management's need for flexibility and Labor's need to create stability for their membership, both Management and Labor agree to the following:

1. By 2007, Management agrees to reduce the IRP designation to thirty (30%) percent in all Call Centers. This process should be progressive showing movement yearly toward the goal.
2. Concurrently, both Labor and Management will establish a joint process that will move to eliminate all IRPs (except varied start time) from the UHW bargaining unit. It is understood by both parties that the short hour designation may be necessary to accomplish this goal. This agreement should be completed by June 1, 2007
3. Management agrees that variable start time positions will have a maximum start range of 1.5 hours.

STATEWIDE APPENDIX B

**CATEGORIES OF EMPLOYEES
TO INCLUDE OTHER BENEFITTED EMPLOYEES.**

It is agreed that included in the category of Employees described in this Agreement as Regular Benefited Employees are benefited Employees in Alternate Compensation Pay (ACP), 12-hour shift Employees working thirty-six (36) hours per work week, and Employees working thirty-six (36) hours per work week who were Full-Time Employees prior to a reduction in force.

STATEWIDE APPENDIX C

ALTERNATE COMPENSATION PROGRAM

SECTION 1 – ELIGIBILITY AND ENROLLMENT

A. **Voluntary Participation and Eligibility.**

Only a benefit eligible Employee scheduled to work twenty (20) or more hours per week who can verify that he/she has medical coverage from a source other than his/her benefited status with Kaiser Permanente shall have the option of voluntarily participating in the Alternate Compensation Program.

B. **Verification of Coverage or Loss of Coverage.**

Before an Employee's request for enrollment in the ACP will be processed, an Employee will be required to show proof of medical coverage for him/herself. Such proof of medical coverage will be required on an annual basis during the open enrollment period for health coverage for continued participation in ACP. If an Employee participating in the ACP loses medical coverage for any reason, he/she may withdraw from the ACP within thirty-one (31) days of the date he/she becomes ineligible for medical coverage.

C. **Notice of Program and Enrollment.**

During the annual open enrollment period all benefit eligible Employees will be informed of the ACP. During the annual open enrollment period of each year an Employee may elect to participate in ACP. An Employee who elects to participate in the ACP must remain for the entire payroll calendar year, unless he/she has lost medical coverage. To continue in the ACP an Employee must provide proof of other medical coverage annually.

D. **Effective Date of Participation.**

1. **Current Employees.**

A participating Employee will begin receiving the benefits of the program the first day of the first pay period of the following payroll calendar year and must remain in the ACP for the payroll calendar year.

2. **New Employees.**

A newly hired Employee who is benefit eligible shall have the option of enrolling in ACP within thirty-one (31) days of his/her date of hire and will begin receiving benefits the first day of the first pay period following receipt of a completed ACP Enrollment form provided by the Employer, including supporting documentation, i.e., proof of other medical coverage.

SECTION 2 – ACP PAY

A. ACP Pay in Lieu of Benefits.

A participating benefit eligible Employee will receive an ACP allowance that is equal to an additional twenty percent (20%) of his/her hourly rate of pay for all hours paid. The twenty percent (20%) allowance will be paid in lieu of the Employee receiving the following benefits:

1. Employer paid Health Plan
2. Employer-paid Dental Plan
3. Employer paid Life Insurance
4. Paid Time Off (including Vacation, Sick Leave, Life Balance Days (Southern California Region only, if applicable), and Holiday Pay (but not premium for working a Holiday).
5. Disability Plans
6. Other Paid Time Off (including but not limited to Bereavement Leave and Education Leave).

B. Differentials and Premiums.

A participating Employee will receive all premium pay and differentials as any other benefit-eligible Employee except that the calculation of premiums and differentials will be based on the Employee's base rate of pay not including the ACP allowance.

C. Accrued Paid Time Off Benefits.

Upon the effective date of the Employee's participation in the ACP, the Employee will cease accruing paid time off and will be paid, at his/her regular hourly rate of pay, all accrued vacation and (if applicable) all life balance days.

D. Sick Leave Bank.

Any sick leave available to the Employee who participates in the ACP will be frozen and unavailable for use until such time he/she ceases participating in the ACP and elects to begin receiving benefits.

E. Retirement While on ACP.

An Employee who retires on ACP:

1. Will be eligible for the benefits of the Attendance Program related to paid time off prior to his/her retirement date or conversion to "credited service" as provided for in the Collective Bargaining Agreement.

2. Will not be eligible for any Employer-paid post retirement benefits such as Health Plan etc. The enrollment form for the ACP will clearly state that any Employee who retires while enrolled in the ACP will not be eligible for these benefits and that his/her enrollment is irrevocable for the payroll calendar year.

SECTION 3 – BENEFITS FOR WHICH AN ACP PARTICIPANT IS ELIGIBLE

An Employee participating in the ACP is eligible for the following benefits:

- A. **Pension.**
The participating Employee will continue to accrue pension service for vesting and shall accrue credited service, used to determine the Employee's monthly retirement benefit. Final average pay for calculating the Employee's pension shall be based on his/her hourly rate of pay, not including the twenty percent (20%) ACP allowance
- B. **Unpaid Time Off.**
A participating Employee may exercise his/her seniority to bid for unpaid vacation of up to two (2) weeks per year. The Employee may carry over one (1) week per year with a maximum accrual of four (4) weeks of available unpaid vacation time off. The Employer will not unreasonably deny additional time off.
- C. **Holidays.**
A participating Employee will receive the holiday premium when working the holiday. The premium will be based on the Employee's base rate of pay excluding the ACP twenty percent (20%) allowance.
- D. **Jury Duty.**
A participating Employee will be eligible for Jury Duty and will be paid at his/her base rate plus the ACP allowance.
- E. **Employee-Purchased Life Insurance.**
- F. **Dependent Care Plan.**
- G. **Health Care Spending Account.**
- H. **Commuter Choice Plan.** (if applicable)
- I. **KP 401(k).**
- J. **Survivor Assistance.**
Benefit will be paid at the base wage rate not including the ACP allowance.
- K. **Tuition Reimbursement.**

L. **Unpaid Leaves.**

A participating Employee will be eligible for leaves without pay but will not be eligible for any benefits associated with such leaves.

M. **Parent Medical Coverage.**

STATEWIDE APPENDIX D

HARD-TO-FILL CLASSIFICATIONS **CAREER LADDER JOINT RECOMMENDATIONS**

A. **Respiratory Care Practitioners.**

Labor and Management agree to the creation of one Respiratory Care Practitioner (RCP) Career Ladder to be used in both the Northern and Southern California Regions of Kaiser Permanente. In order to achieve this, we recommend a joint Labor Management Partnership Workgroup to develop the Career Ladder in a post-bargaining process to begin before December 31, 2005 and be completed within the first half of 2006. Once a mutually acceptable Career Ladder program is determined, the new Career ladder shall be implemented expeditiously.

The RCP Career Ladder Work Group will be composed of statewide representatives to include: RCPs representative of all Medical Centers in Northern and Southern California, selected by the Union; Respiratory Care Managers; Labor Relations; Kaiser Foundation Hospitals (Northern California); Southern California Permanente Medical Group (Southern California); SEIU UHW staff; Physicians.

B. **Sonographers.**

Labor and Manager recommend that a Work Group be created in Southern California to review the Northern California Sonographer Career Ladder in order to assess its application in Southern California to begin before December 31, 2005 and be completed within the first half of 2006. If the workgroup recommends the desirability of adopting the same or a similar Career ladder, then the current Southern California Career ladder shall be replaced with the new Career ladder and implemented in Southern California.

The Sonographer Work Group will include Southern California representatives from: Sonographers, Echocardiogram Technologists and Peripheral Vascular Technologists representative of all Medical Centers, selected by the Union; Diagnostic Imaging Managers; Labor Relations; SEIU UHW Staff; Radiologists/Sonologists; Labor and Management Representatives from Northern California to explain the Career Ladder.

C. **Radiologic Technologists.**

Labor and Management recommend that the Career Ladder agreed upon in Northern California helps to address issues in an Employee group that is “hard to fill” and promotes recruitment and retention, and that a similar Career ladder program in Southern California would be beneficial. Labor and Management recommend that a Work Group be created in Southern California to review the Northern California Radiologic Technologist Career Ladder in order to assess its application in Southern California to begin before December 31, 2005 and be completed within the first half of 2006. If the workgroup recommends the desirability of adopting the same or a similar Career ladder, then the current Southern California Career ladder shall be replaced with the new Career ladder and implemented expeditiously in Southern California.

The Radiologic Technologist Work Group will include Southern California representatives from: Radiologic Technologists from every Medical Center in the region that are representative of all Modalities, selected by the Union; Radiology Managers; Labor Relations; SEIU UHW Staff; Radiologists; Labor and Management Representatives from Northern California to explain the Career Ladder.

STATEWIDE APPENDIX E

JOINT REVIEW OF DEPARTMENT STRUCTURE

JOINT REVIEW OF DEPARTMENT STRUCTURE:

October 2005 – The Union (UHW) and local management will jointly review department structure solely for the purposes of the utilization of Seniority to apply to Job Bidding and Layoff, as agreed during “local” bargaining in August 2005.

EXAMPLE: DEPARTMENT STRUCTURE

The following is a template of Departments—used only as an example—that are generally recognized at Kaiser Medical Centers and Medical Office Buildings.

1. Admitting	14. Imaging/Radiology
2. Business Office	15. Laboratory Services
3. Outpatient Medical Records	16. Materials Management
4. Clinic Nursing	17. Medical Legal
5. Communications	18. Medical Secretaries
6. Continuing Care	19. Nutrition Services
7. Emergency	20. Outpatient Pharmacy
8. EVS	21. Perioperative Services
9. Facility Services	22. Respiratory Therapy
10. H.I.M.	23. Social Services
11. Home Health/Hospice	24. Sterile Processing
12. Hospital Nursing	25. Staffing
13. Inpatient Pharmacy	

Units within a Clinic Nursing Department that may possibly include:

Acupuncture	Ear Nose Throat (ENT)	Hematology
Adult Primary Care	Eating Disorders	Infertility
After Hours Urgent Care	EEG/Sleep Lab	Infusion
Allergy	EKG	Injection Clinic
Employee Health Services	Audiology	Integrative Medicine
Cardiology	Endoscopy	Internal Medicine
Chemotherapy	Family Medicine	Medicine
Chronic Conditions Management	Foot and Ankle Surgery	Chronic Pain
Member Office Support Services	Gastroenterology	Mental Health
Cosmetic Dermatology	Head and Neck Surgery	Minor Injury Center
Cosmetic Surgery	Health Education	Nephrology
Dermatology	Hearing Aid Center	Neurology
OB/GYN	Physical Therapy	Schedule Maintenance
Occupational Medicine	Plastic Surgery	Sleep Lab

Oncology	Psychiatry	Spine Clinic
Ophthalmology	Pulmonology	Sports Medicine
Optometry	Rehabilitative Services	Surgery Clinic
Orthopedics/Podiatry	REI	Urgent Care
Pediatrics	Rheumatology	Urgent Eye Care
Physical Medicine	Schedule Creation	Urology

Units within a Hospital Nursing Department that might possibly include:

Antipartum	Med/Surg	Postpartum
Cardiovascular ICU	Mother and Infant	Step Down
Critical Care Unit	Neonatal Intensive Care Unit	Telemetry
Intensive Care Nursery	Patient Mobility	Transitional Care Unit
Intensive Care Unit	Pediatrics/PICU	
Labor and Delivery	Perinatal	

STATEWIDE APPENDIX F

CLASSIFICATION SPECIFIC POST-BARGAINING REVIEW PROCESS

In 2005 bargaining the “Classification Specific Group” was assigned issues that related to specific classifications. It was determined that some of the classifications required a fact-based investigation and analysis not possible during bargaining. The parties agreed that the following issues would be reviewed in a Post-Bargaining Review process.

1. The feasibility of creating Career Ladders for the following classifications:
 - A. Medical Assistant
 - B. Laboratory Assistant
 - C. Surgical Technician
 - D. Orthopedic Technician (Northern California Region)
 - E. MRI Technologist (Northern California Region)
 - F. Respiratory Care Practitioners
2. Clarify what duties are included in the job description for the following classification:
 - A. Medical Secretary/Transcriptionist (Northern California Region)

**APPENDICES APPLICABLE TO
NORTHERN CALIFORNIA REGION**

NCAL APPENDIX A

ADVANCED HIRING CRITERIA

September 16, 2004

The following agreement between SEIU UHW (the "Union") and Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, Inc., and The Permanente Medical Group, Inc. (the "Employer") is intended as a "local" confirmation of the agreement dated May 22, 2003 between the senior leadership of Kaiser Permanente and the Coalition of Kaiser Permanente Unions, AFL-CIO (the "National Benefits Agreement"), as well as a clarification of the application to certain classifications as identified in this agreement.

NATIONAL BENEFITS AGREEMENT.

The National Benefits Agreement related to Advanced Hiring Criteria ("AHC") is as follows, and is a modification of the current collective bargaining agreement between Kaiser Permanente and SEIU UHW, Article XI – Wage Rates, Section 6 – Tenure Step/Experience Credit: *(Article XIII, Section 2 in the current Agreement)*.

Step Placement at Hire.

The following language is applicable to bargaining units in Northern California, Colorado, and the Northwest where the Employer elects to apply this language. The parties will discuss applicability of the following Advanced Step Placement criteria in the Georgia, Mid-Atlantic and Ohio Regions as they complete their turn around efforts and become eligible for the other provisions contained in this overall agreement.

Advanced Step Hiring (Employer Option to Implement Regionally).

Applicable to all difficult to recruit classifications in the bargaining unit, Region wide.

To determine placement on the wage structure, Employees newly hired into difficult to recruit positions may receive one (1) year tenure credit for every two (2) years of previous experience within their respective classification and within the last ten years prior to employment. For the purpose of this section, any previous part-time experience of twenty (20) hours a week or more on a regular basis will be considered as if it were full-time experience.

The Parties understand the mechanics and application of this letter of understanding to current Employees and the Employer will communicate and confirm the specific application when it is applied. The process for applying this provision to Employees currently on the payroll who are currently under the five year rate will be agreed upon locally between the parties.

1. **Application.**

The Employer shall give the Union 30 days notice of its intent to apply AHC to a given classification, based on the intent of the national agreement referenced above. Once such application of the Advanced Hiring Criteria is initiated, it shall become a permanent part of the application of the Wage Rate Step assignment for newly hired staff until such time that the Parties mutually agree to modify such application.

A. The initial application of this provision shall be to the following "difficult to recruit" classifications, all of which may have various levels and tenure steps:

- 1) Radiologic Technologist Classification
- 2) Nuclear Medicine Technologist Classification
- 3) M.R.I. Technologist Classification
- 4) Diagnostic Ultrasonographer Classification
- 5) Histologic Technician Classification
- 6) Cytotechnologist Classification
- 7) Respiratory Care Practitioner Classification
- 8) Cardiovascular Tech
- 9) Invasive Cardio Specialist
- 10) EEG Technologist Classification
- 11) Radiation Therapy Technicians

B. The initial selection was based on the intent of the national agreement and the hiring and recruiting needs of the Employer.

C. The Advanced Hiring Criteria will be used on these classifications due to the fact they are hard to fill and other related recruiting challenges. The Parties confirm, when reviewing experience for purposes of determining the Step placement for Advanced Hiring Criteria, that experience preceded by an interruption of two (2) years or more will not be counted for the purposes of Step placement.

D. This initial list of classifications to which this Agreement applies is not intended to be final. It is the intent of the Employer to periodically review recruitment needs and determine if it is appropriate to apply Advanced Hiring Criteria to additional classifications based on difficulty of recruitment and other related recruiting challenges.

2. **Application for "Single Level" Classifications.**

New Employees hired into classifications identified and described above shall receive one (1) year of additional Tenure Step credit for every two (2) years of previous Regular (twenty (20) hours or more per week) relevant experience within their respective classification within the last ten (10) years, up to a maximum application of Step 5 of the applicable wage scale. Experience that is preceded by an interruption of two (2) or more years will not be counted for the purpose of determining Step placement.

3. **Application for "Multi-Level" Classifications.**

The Parties agree to clarify the application of the enhanced Advanced Hiring Criteria provision to "Multi-Level" classifications as follows. There are a number of classifications that have more than one (1) Level experience requirements for such Levels, and a corresponding wage structure for each Level. For those classifications, and consistent with the current collective bargaining agreement (Article XI, Section 6) as it relates to experience requirements for such Levels and Tenure Credit, the parties agree to the following clarification of the application of enhanced Advanced Hiring Criteria:

The Parties agree that prior relevant experience as described above shall be applied on a "1-for-1" basis.

First, the applicant's prior relevant years of experience shall be applied to the experience required for the Level of the classification as defined in the collective bargaining agreement. Completed years of relevant experience will be used in the determination of the classification Level placement without regard to interruptions in the experience.

Second, any remaining years of prior relevant experience after those applied to the specific Level requirement shall be applied to Tenure Step placement on the basis of 1 additional Tenure Step for each remaining year of experience up to step 5. Experience that is preceded by an interruption of two or more years will not be counted for the purpose of determining Step placement.

For example, a newly hired applicant for a Radiologic Technologist position, with six (6) years of prior relevant experience would be placed at Level III, Step 2. This results from the requirement of five (5) years of experience to qualify for Level III, and one additional Tenure Step beyond Step 1 for the additional year of experience.

The same applicant with five (5) years of experience would be placed at Level III, Step 1.

An applicant with eight (8) years of experience would be placed at Level III, Step 4 (Five years to be placed at Level III, and three (3) additional tenure steps credit for the three (3) remaining years of prior experience).

The Employer agrees to apply Sections 1 and 2 above to multi-level classification application of AHC.

4. **Credit for Current Employees in the Classification.**

- A. It is the intent of the Parties that current Employees will not be disadvantaged for purposes of tenure step advancement by the application of Advanced Hiring Criteria.
- B. The same criteria will apply in the future, to any additional classifications to which the Employer applies this enhanced Advanced Hiring Criteria
- C. The Employer will also grant prospective tenure Step credit to current Employees in the classification to which the enhanced Advanced Hiring Criteria language is applied, effective on the date of application receipt by the Employer.
- D. Employees who were newly hired during the immediate four-year period prior to the application, and were hired under the then-applicable Advance Hiring Criteria language, will be credited with additional step credit with the intent that their current step placement on the date of application would be equal to the Wage Structure Step to which they would have advanced if the enhanced language for credit would have been applied when they were hired.
- E. Credit for step advancement shall be effective on the date of application receipt by the Employer, and accordingly there shall be no retroactive wage payments for time prior to the application receipt date.
- F. The Union and the Employer will meet to discuss the development, communication, research and confirmation process for the "prospective" application as described in this paragraph. Disputes under this process shall be processed under the grievance procedure of the Collective Bargaining Agreement. The parties shall both attempt to expedite handling of grievances.

NCAL APPENDIX B
CODING CAREER LADDER

March 17, 2006

1. **Advancement.**
The Employer and Union agree that the way employees advance from Coder I to Coder II is by meeting the qualifications outlined in the agreed upon job description Exhibits ____, attached hereto, including meeting the Employer's quality standards, quantity standards and test scores . At the time a Coder I has met the qualifications for a Coder II, he/she will be paid at pursuant to the terms of the promotion language in the collective bargaining agreement.
2. **Jobs Posted as "Hospital Coder I/Coder II".**
When posting for vacancies the Employer will not distinguish between Coding I and Coding II positions, but will post the vacancy as "Coder I/Coder II." Such coding positions may be filled by a Coder I, Coder II or other employee who meets the minimum qualifications for a Coder I.
3. **Hospital and Professional Coder III Leads.**
The Coder III is recognized as a Lead position. Lead positions are posted at the manager's discretion.
4. **Coding Competency Committee.**
The Employer and Union will establish a Labor Management Partnership Coding Competency Committee. The purpose of this group is to discuss and provide input on coding issues such as quality, quantity, and audit exclusive of compliance matters. This committee will consist of nine (9) UHW coders, two (2) OPEIU L29 coders and management representatives, including HIM managers, and will meet quarterly for four (4) hours.
5. **ED Coding.**
ED coding will be included in Professional Services Coder positions.
6. **7th Step.**
A 7th step shall be added to the current wage structure for Hospital Coder II and III Coding certification CCS, RHIT, or RHIA is required in order to advance to this new step in addition to the requisite time in the prior step.

7. **HPCPS.**
The parties agree that HPCPS shall be performed by Hospital and Professional Coders in accordance with coding guidelines. The Employer shall begin effective training in HPCPS coding within thirty (30) days of ratification. The HPCPS training will begin with those locations on KP HealthConnect, and as feasible, the Employer will offer training to coders in locations not currently on KP HealthConnect.
8. **Education.**
The parties agree to access the Shirley Ware Education Center and Joint Employer Trust funds (SWEC) to assist in writing a proposal that supports the interests of both the Employer and the affected employees of this agreement.
9. **Education Proposal.**
A small group of three (3) UHW members, one (1) member of OPEIU L29 and four (4) members of management, will meet and work with SWEC to write the proposal. The proposal will outline our mutual interests that will be considered by SWEC. This group will meet and come to a recommendation within thirty (30) days of ratification. Once the proposal is constructed and agreed upon by labor and management it will be submitted to SWEC for consideration and approval by the Trust(s).
10. **Education Program Monitoring.**
It is our understanding that SWEC will create and monitor the Education program, enrolled students and selected school(s). Because of the importance of the education plan and implementation, we will work collaboratively with SWEC to expedite the implementation of the education program.
11. **Failure to Reach Agreement.**
If the parties cannot reach agreement with SWEC or the proposal is refused, the parties agree to reopen this issue to determine an alternative education program.
12. **Eligibility and Posting.**
To access the professional coding education program, eligible employees will bid on posted full time (1.0 FTE) Professional Coding positions. For purposes of bidding the following category of employees shall receive preference: PBS billers, current PBS employees contained in exhibit _____ attached hereto, and HIM employees. Once the above listed pool is exhausted, jobs will be filled consistent with the terms of the collective bargaining agreement.
13. **Training.**
Upon successful completion of the education program the employee will begin a ninety (90) day regional training program. The Employer will provide mentors from regional offices for consistency in training. Education program graduates will work one-half (1/2) day in their current position and train half (1/2) day as a Professional Coder on a designated schedule. Scanned Employer medical

records will be used for training purposes. The Employer will establish a weekly two (2) hour conference call during training time to provide trainees with mentoring. In addition, a mentor will be on call during business hours. Upon completion of this training program, employees must successfully pass both the Employer coding test and coder credentialing examination.

14. **Credentialing Examination Fees.**

The Employer agrees to reimburse current hospital coders who are non-certified who successfully pass the coder credentialing examination.

15. **Red Circle.**

Employees that do not meet the qualifications of the newly agreed upon job profile for Hospital Coder I and II, shall be red circled for a period of one year. During the one year period employees may obtain the credentials in order to remain in the position at their current wage rate. Failure to obtain the required certifications shall result in displacement of such employee to a position for which they qualify.

A. **Example.**

A Hospital Coder II fails to obtain the CCS certification within the one year time frame. Such employee shall be moved to a Hospital Coder I and paid at the appropriate rate with one year to obtain the CCA certification.

16. **Auditing.**

It was agreed that compliance auditing will not be performed by hospital and professional coders.

17. **Hospital Coder Training Program.**

The Employer agrees to meet with the unions for the purpose of developing a hospital coder training program, no later than March 15, 2007.

NCAL APPENDIX C

DEPENDENT CARE

The Employer shall offer an optional Dependent Care Plan to all eligible Employees. This plan shall provide Employees the option to set aside tax free dollars for eligible dependent care expenses in accordance with the Internal Revenue Code. Coverage, limitations and exclusions of the Dependent Care are governed by the Employer's service agreements with the provider, the Plan Documents, and summary Plan Descriptions.

No later than June 1, 1993 a list of licensed child care providers from the State of California will be available in each facility's Personnel Office for use by Employees. The Employer is providing this list as a courtesy, for informational purposes only. The Employer, nor the Union, had any role in preparing the list, and in no way endorses, recommends, or certifies the competence of any provider on the list. The Employer and the Union disclaim liability for any acts or omissions of any of the providers on the list.

NCAL APPENDIX D

DOMESTIC PARTNER COVERAGE

The following benefits and policies shall be offered to Employees' Domestic partners and their eligible dependents, who meet the eligibility requirements as stated in paragraph below.

Medical Benefits
Dental Benefits
Bereavement Leave
Post-retirement Medical Benefits

Eligibility.

In order for an Employee to be eligible for domestic partner benefits provided in this Agreement, he/she and the individual for whom benefits are being applied, must provide a completed Affidavit of Domestic Partnership as requested by the Employer. For purposes of this Agreement, a domestic partnership is one in which the Employee and the domestic partner both meet all the following requirements:

- A. Live together, sharing the same living quarters as a primary residence, in an intimate, committed relationship and mutual caring;
- B. Have no other domestic partner at this time;
- C. Are responsible for each other's basic living expenses during the domestic partnership, and agree to be financially responsible for any debts each other incurs as a direct result of Kaiser Permanente's extension of benefits to either domestic partner;
- D. Are not married to anyone;
- E. Are 18 years of age or older;
- F. Are not related to each other as a parent, brother or sister, half brother or sister, niece, nephew, aunt, uncle, grandparent, or grandchild; and
- G. Have not been covered by Kaiser Permanente sponsored benefits with another domestic partner at any time during the last twelve (12) months.

The Employer's provision of insurance benefits to domestic partners and their eligible dependents will be in accordance with applicable federal and state laws, withholding tax requirements and Internal Revenue Service requirements.

NCAL APPENDIX E

EMERGENCY DEPARTMENT TECHNICIANS

August 12, 1997

This Agreement is made and entered into by and between the Kaiser Permanente Medical Care Program ("The Employer") and the Health Care Workers Union, UHW ("The Union") to address the issue(s) associated with the Department of Health Service's Scope of Practice regulations governing Emergency Room department personnel. The parties hereby agree to the following terms and conditions in order to make necessary compliance adjustments:

- A. All Employees assigned to the Emergency Room departments who are classified and employed as Medical Assistants as of August 1, 1997 shall be reclassified to Emergency Department Technician.
- B. The wage scale for the new classification of Emergency Department Technician (ED Tech) shall be identical to that of the applicable Medical Assistant wage schedule. This assignment as with Medical Assistants may include, but not be limited to Phlebotomy and EKG.
- C. The Employer retains the right to train Emergency Department Technicians to perform casting and/or ortho tech duties as a part of the new job description for ED Tech. If the Employer exercises its option to cross-train ED Techs to perform casting and/or ortho tech duties, such Employee shall receive pay for Relief in Higher Classification at the ortho tech rate of pay for time spent performing such duties in accordance with paragraph 465. (Article XIII, Section 4 of the current Agreement) of the Collective Bargaining Agreement. If any such crossed-trained ED Techs are regularly assigned to perform casting and/or ortho tech duties for at least 30% of their work time, then they shall be reclassified and paid as Emergency Department Techs-II. This assignment may also include, but not be limited to, phlebotomy and EKG. The Emergency Department Tech-II wage scale shall be identical to that of the applicable ortho tech wage schedule.
- D. The Employer further agrees that the creation of ED Tech and ED Tech II classifications and the Employer's right to cross-train such Employees to perform casting and/or ortho tech duties shall not adversely impact or result in reductions in force or layoffs of cast and/or ortho techs.
- E. Other than the required and agreed upon adjustment to the Medical Assistant job description and the title change to ED Techs, affected Employees shall not be adversely impacted, suffer any loss of hours or have their schedules changed as a result of this Agreement.

- F. Should any affected Employee (current Emergency Department Medical Assistants) be required as a direct result of this Agreement to perform any new duties for which they need training and/or re-training, the Employer agrees to provide such training or re-training necessary in order for the Employee to fulfill their job responsibilities for ED Tech.
- G. The Employer agrees that all current Emergency Department Medical Assistants who have their titles changed to Emergency Department Technicians (ED Tech) continue to be qualified to bid on medical assistant positions in other clinics, provided that they meet the posted position requirements and are otherwise entitled based on their bargaining unit seniority rights.
- H. The Employer understands that the Union will hold meetings with affected Employees to explain the terms of this Agreement and seek membership approval. The Employer agrees to cooperate, upon request by the Union Representative, to allow for a reasonable amount of time to accomplish the meetings. The Union Representative agrees that meetings will be scheduled by mutual agreement with the department manager if held during work time or if connected to an already scheduled department meeting. The Union agrees to complete the meetings and approval process by August 1, 1997.
- I. This Agreement shall not constitute practice or precedent for either party in any future cases of a similar or dissimilar nature and may only be used or relied upon to resolve disputes and/or grievances concerning the interpretation or application of this Agreement.

NCAL APPENDIX F

FLEXIBLE WORK ARRANGEMENT (3/36)

Medical Center: _____

Department: _____

Effective Date of Agreement for above Department: _____

This Agreement, effective upon ratification and implementation of alternative workweeks in any department, modifies the Collective Bargaining Agreement between the Kaiser Permanente Medical Care Program (hereinafter referred to as the Employer) and United Health Care Workers Union SEIU UHW (hereinafter referred to as the Union) for the purposes of establishing a twelve-hour, three-day workweek (3/36 workweek) for Employees within the Department.

Nothing herein shall obligate the Employer to establish a 3/36 workweek.

The parties acknowledge that at least two-thirds of the affected Employees have voluntarily agreed in writing to work three twelve-hour shifts. (Affected Employees include all Employees in a readily identifiable work unit, such as a division, a department, a job classification, a shift, a separate physical location, or a recognized subdivision of any such work unit). Additionally, a secret ballot vote was conducted in accordance with the Industrial Welfare Commission Order. At the end of one year if one-third of the affected Employees petition for a vote to terminate this agreement, the Employer and the Union will conduct a secret ballot vote. Provided that at least two-thirds of the affected Employees vote in support of the Agreement, this Agreement may be extended. The Employer will attempt to make reasonable accommodations for those Employees who participate in the 3/36 vote described above but who are unable to work a 3/36 schedule, or work twelve-hour shifts.

Unless otherwise provided below, all other provisions of the Collective Bargaining Agreement shall remain in force.

- A. The overtime provisions of the collective bargaining agreement are waived, while the overtime provisions of the California State Industrial Welfare Commission Wage Order and applicable state law covering alternative workweeks are in effect.
- B. For purposes of outside reference checks, outside credit checks, and outside employment verifications, and the like, the Employer will consider and characterize Employees working 3/36 schedules as full-time Employees. For all contractual applications Employees working twenty (20) or more hours per week but less than forty (40) hours per week shall be considered part-time.

- C. Accruals for sick leave, vacations, educational leave, etc. shall be based on thirty-six (36) hours of work per week. For the purposes of this Agreement, one (1) "week" as referred to in the Master Agreement is equivalent to thirty-six (36) hours. Therefore, for example, if an Employee takes one week of vacation, he/she will receive 36 hours of vacation pay. ("One week of vacation" shall mean the seven (7) calendar day period which constitutes a "payroll week" under the provisions of the Master Agreement, for which an Employee on a 3/36 schedule shall receive thirty-six (36) hours of vacation pay.) If an Employee takes one (1) vacation day, he/she will receive twelve (12) hours of vacation pay.
- D. For holidays only, Employees covered by this Agreement shall be allowed to utilize their maximum of seventy-two (72) hours of holiday benefits for holidays not worked in twelve (12) hours, eight (8) hours or 7.2 hours increments. Holidays shall be paid in accordance with the Collective Bargaining Agreement. If an Employee covered by this agreement works twelve (12) hours on a holiday, he/she shall be paid at the rate of time and one-half for all hours worked on the holiday and shall also be given a day off with twelve (12) hours pay, or extra pay equal to the number of actual hours worked on the holiday for every such holiday worked. There is no cap or maximum holiday pay for holidays worked. For example, if an Employee works 12 hours on each of eight holidays, such Employee shall receive 12 hours pay at time and one-half for the 12 hours worked on all eight holidays, plus the Employee shall receive 12 hours of straight time pay for every hour worked on the holiday, or the Employee may receive time and one-half for all hours worked on the holiday plus an additional day off with 12 hours of straight time pay for every holiday worked. To further clarify the parties' intent, Employees shall receive the equivalent of double-time and one-half for all hours worked on every recognized holiday.
- E. For purposes of Article XIII – Shift Premium, the shift differential, if any, shall be paid for the entire shift based on the shift in which the majority of the hours are worked. For example, if shifts are 7:00pm to 7:30am, night shift premium shall be paid for the entire twelve-hour shift because the majority of hours worked are at or after 10:00pm on the night shift as defined in the collective bargaining agreement.
- F. The Employer shall continue its policy of establishing scheduled days of work and days off, i.e., preference of days of work and days off shall be granted by seniority, subject to operational needs, with the understanding that weekends may be rotated in accordance with Article XI. Any schedule changes made after the schedule is posted shall be in accordance with Article XI of the current Collective Bargaining Agreement.
- G. Employees will receive one (1) unpaid thirty minute lunch period and three (3) rest periods per twelve-hour shift.

- H. Employees covered by this Agreement who are required or permitted to work more than twelve (12) hours in any work day will be paid at the rate of double their straight-time hourly rate for all hours worked in excess of twelve (12) hours.
- I. Employees covered by this Agreement who are required or permitted to work more than three (3) days in a workweek will be paid at the rate of one and one-half times their straight-time hourly rate for the first eight (8) hours of work on such additional days and will be paid at the rate of double-time for all hours worked in excess of eight (8) on such additional days.
- J. For purposes of education leave, the master contract provisions apply except that:
 - 1. Education leave days shall be paid for at twelve (12) hours.
 - 2. If the education leave is for less than six (6) hours on what would otherwise be a scheduled workday, the Employer may require the Employee to return to finish his/her shift if such requirement to return is practical, e.g., not out of town.
 - 3. Employees may use up to 36 (thirty-six) hours of education leave on what would otherwise be scheduled days off.
- K. Either party may terminate this Agreement after thirty (30) days' written notice is given to the other party. Upon termination or expiration of this Agreement, the schedule in effect immediately preceding the implementation of a 3/36 schedule shall be reinstated.

Unless terminated in accordance with paragraph K. above, this Agreement shall remain in effect.

This Agreement covers only the _____ Department and shall not constitute precedent or practice for either party and has been initiated at the request of the affected Employees.

KAISER FOUNDATION HOSPITALS,
 THE PERMANENTE MEDICAL GROUP, INC., AND
 KAISER FOUNDATION HEALTH PLAN

BY: _____
 Department Manager Date
 Human Resources Consultant Date

SEIU UHW, UNITED HEALTHCARE WORKERS UNION

BY: _____
 SEIU UHW Representative Date

NCAL APPENDIX G

FLEXIBLE WORK ARRANGEMENT (4/40)

_____ (Position Title)

This Agreement, effective _____, modifies the Collective Bargaining Agreement between the KAISER FOUNDATION HOSPITALS, THE PERMANENTE MEDICAL GROUP, INC., AND KAISER FOUNDATION HEALTH PLAN (hereinafter referred to as the "Employer") and the SEIU UHW HOSPITAL AND HEALTH CARE WORKERS' UNION, (hereinafter referred to as the "Union"). The agreement has been initiated at the request of the affected Employees to implement a flexible work arrangement for all Regular Full-Time _____ within the _____ Department.

Nothing herein shall obligate the Employer to establish a flexible work arrangement.

The Employer and the Union agree to adopt a flexible work arrangement, commencing on Sunday. Full-time Employees subject to this agreement will receive overtime compensation of one and one-half times their regular rate of pay for any hours worked in excess of forty (40) in a work week and double-time for all hours worked in excess of twelve (12) in a workday.

The parties acknowledge that at least two-thirds of the affected Employees have voluntarily agreed in writing to work four ten-hour shifts. (Affected Employees include all Employees in a readily identifiable work unit, such as a division, a department, a job classification, a shift, a separate physical location, or a recognized subdivision of any such work unit.) Additionally, a secret ballot vote was conducted in accordance with current California Labor Code. (NOTE: Please refer to the most recent Wage Order when preparing the agreement document.) At the end of one year, if one-third of the affected Employees petition for a vote to terminate this agreement, the Employer will conduct a secret ballot vote. Provided that at least two-thirds of the affected Employees vote in support of the agreement, this agreement may be extended.

Unless otherwise provided below, all other provisions of the Collective Bargaining Agreement shall remain in force.

- A. All full-time Employees shall have the option to select a four-day, ten-hour per day schedule (hereinafter referred to as the "4x10 Schedule") or a five-day, eight-hour per day schedule (hereinafter referred to as the "5x8 Schedule"), subject to operational needs.
- B. The overtime provisions of Article XII, Section 1, of the Agreement that refer to premium pay for work performed in excess of eight hours in any one workday are waived for all full-time Employees working a 4x10 Schedule.

- C. The overtime provisions of the Industrial Welfare Commission Orders are waived for all full-time Employees working a 4x10 Schedule. (NOTE: Please refer to the most recent IWC Wage Order for current citations when preparing the agreement document.)
- D. Accruals for sick leave, vacation, educational leave, etc., shall be based on full-time Employees' scheduled hours per the agreement. Full-time Employees covered by this agreement shall be allowed to utilize their vacation, sick leave, etc., in eight (8) hour increments (if on a 5x8 Schedule) or ten (10) hour increments (if on a 4x10 Schedule) up to their maximum allowable hours per the agreement.
- E. For holidays only, full-time Employees covered by the agreement shall be allowed to utilize their maximum of eighty (80) hours of holiday benefits in ten (10) or eight (8) hour increments. Holidays shall be paid in accordance with the Collective Bargaining Agreement, except that, if a full-time Employee covered by the agreement works on a holiday, he/she shall be paid at the rate of time and one-half and shall also be given a paid day off or an additional day's pay equal to the actual hours worked on such holiday, not to exceed ten (10) hours at straight-time pay. The Employer shall have the option to schedule three eight-hour shifts or two ten-hour and one four-hour shift, in order to meet operational needs and to avoid holiday staffing/overtime in excess of twenty-hour hours.
- F. For purposes of Article XIII, Section 8 – Shift Premium, the shift differential, if any, which applies at the start of the ten-hour shift, shall remain in effect for the complete shift.
- G. Employees will receive one unpaid thirty (30) minute lunch period and two rest periods per ten-hour shift. Such rest periods shall be taken in the middle of each five-hour segment.
- H. The Employer shall continue its policy of establishing scheduled days of work and days off, subject to operational needs. This agreement allows the affected department Employees to work either a 4x10 Schedule or a 5x8 Schedule.
- I. Affected full-time department Employees wishing to change from a 4x10 Schedule or a 5x8 Schedule must request such change in writing. No person will be allowed more than one change in each three (3) month period. Changes shall be subject to operational needs.
- J. Either party may terminate this agreement after thirty (30) days written notice is given to the other party.

K. Upon termination of this agreement, the schedule in effect immediately preceding the implementation of this flexible work schedule shall be reinstated. Unless terminated in accordance with paragraph J. above, this agreement shall remain in effect.

This agreement covers all Regular Full-Time (classification title) only in the (department name) Department and shall not constitute a precedent or practice for either party.

KAISER FOUNDATION HOSPITALS,
THE PERMANENTE MEDICAL GROUP, INC., AND
KAISER FOUNDATION HEALTH PLAN

BY: _____
Department Manager Date
Human Resources Consultant Date

SEIU UHW, HOSPITAL AND HEALTHCARE WORKERS' UNION

BY: _____
SEIU UHW Representative Date

NCAL APPENDIX H

FUNCTIONAL UNIT MANAGEMENT (FUM)

June 20, 1989

H.H.C.W.U., Local 250 (Union) and Kaiser Permanente Medical Care Program (Employer) hereby agree to the following in conjunction with the implementation of the functional unit management (FUM) concept at the Employer's outpatient facilities in the Northern California Region. The provisions contained herein will apply at the time that each facility introduces the functional unit management concept.

It is understood that this Letter of Agreement shall supersede any past agreement between the parties and any past practice concerning employees affected by FUM.

1. When a facility is prepared to introduce FUM as described above the following steps will be taken:
 - A. The facility will provide the appropriate Union Field Representative (copy to the Union Kaiser Division Staff Director) with thirty (30) days advance written notice of its intent to introduce FUM, except in those facilities in which FUM reorganization has already occurred.
 - B. Within the thirty day period described in A above a meeting at the facility will be held between the Union and facility management at a mutually agreed upon time and date. The purpose of such meeting will be for management to advise the Union of its FUM implementation plan.
 - C. Joint union-management departmental meetings at the facility will be held at mutually agreeable times to introduce FUM implementation plans to affected employees and to answer questions from affected employees.
 - D. Each facility shall provide the Union with lists of the Functional Unit Departments as they are formed and with updated lists as subsequent changes occur. Such lists shall also be provided by facilities at which FUM has already been implemented prior to the execution of this Letter.
2. Decentralization of centralized reception and/or appointment personnel including float pool reception/appointment personnel or medical assistants to individual functional unit departments within the medical offices shall be accomplished in the following manner. All positions created in various functional unit departments as a result of decentralization will be posted for bidding under the terms of our Collective Bargaining Agreement. Only receptionists and/or appointment personnel or medical assistants affected by this change will have the opportunity, on the basis of relative bargaining unit seniority, to bid upon those posted positions.

3. Senior bidders on any position which combines reception and appointment functions shall be trained by the Employer in those duties of the combined job in which they are deficient, and any such deficiency shall not constitute a basis for denial of the position to the senior bidder. Training for employees filling a combined reception/appointment position shall be sufficient to meet any deficiency, up to a level of training comparable to that provided to new employees. Such training shall be identified by each facility, and a description, of such training shall be provided to the Union. As such training is developed the provisions of paragraphs 156 through 159 of our Collective Bargaining Agreement may be applied.
4. Any employee who is involuntarily assigned to a lower classification as a result of the introduction of functional unit management or related decentralization will be red-circled (current wage rates shall be frozen until such time as the appropriate contractual wage rate equals or exceeds the current rate).
5. The Employer assures the Union it is not its intention to lay off employees as a result of the introduction of functional unit management or related decentralization or the combination of jobs. Thereafter the Employer retains the right to lay off employees in accordance with our Collective Bargaining Agreement. Furthermore, no affected employee shall have his/her currently NPAed hours reduced for any reason for a period not to exceed six (6) months from the date that functional unit management is introduced or related decentralization or combination of jobs occurs. For an additional six (6) months employees affected by FUM shall not have their NPAed hours reduced only for reasons related to the implementation of FUM. At those facilities where previous written FUM implementation agreements between the parties exist, the above six month and one year periods shall commence as of the date FUM was implemented under that previous agreement.
6. When departmental reorganization or decentralization of reception, appointment and/or nursing personnel occurs in conjunction with functional unit management, for purposes of job bidding, temporary reductions in hours with no permanent loss of positions ("drop days"), and permanent layoffs, seniority shall be applied on the basis of the relative bargaining unit seniority dates the affected employees had prior to the FUM change.
 - A. When reception, appointment and medical assistant positions are combined, seniority for the purposes described above shall be applied on the basis of relative bargaining unit seniority among all employees in the Medical Offices in the new combined job. Likewise, when reception and appointment positions only are combined, seniority for the purposes described above shall be applied on the basis of relative bargaining unit seniority among all employees in the Medical Offices in the combined reception/appointment jobs. Employees affected by FUM who do not fill a combined position will retain seniority as described above.

- B. Department seniority for the purposes of layoff or recall as defined in paragraph 25 of our Agreement shall be defined as the date the employee was first hired into the reception and/or appointment department or into the Medical Office Nursing Department as such existed prior to the implementation of functional unit management.
7. For all other applications of seniority, including vacation and holiday selection, opportunity for overtime and additional hours and scheduling, seniority shall apply on the basis of relative bargaining unit seniority among all personnel within each functional unit department in the Medical Offices.
8. At some facilities implementation of functional unit management may result in the combination of duties normally performed by receptionists, appointment clerks, and medical assistants. (L.V.N.'s will not be affected by this job combination. The parties agree that L.V.N.'s will not be laid off as a result of this newly created combined position. Furthermore, it is not the intent of this Letter to change any other practices that may exist with regard to L.V.N.'s.) Such combined jobs shall be posted for bidding under the terms of our Collective Bargaining Agreement. All affected reception, appointment and/or medical assistant employees shall be eligible to bid on these positions, and the positions shall be awarded based upon bargaining unit seniority. The Employer shall determine the number of combined positions to be created.

Bidding on these combined jobs shall be entirely voluntary and no employee shall be required to accept such a position. Employees who are unwilling to bid or who are unable to perform all of the medical duties of the combined job after training has been provided may transfer to other positions provided the employees are qualified for such positions. Such employees who transfer shall have preference over employees not affected by functional unit management when bidding upon any vacant position in accordance with the bidding and transfer provisions of our Collective Bargaining Agreement. If no position for which the employee is qualified is available, the employee shall be assigned to a vacant position for which the employee may not be qualified, and the Employer will provide necessary training to provide competency in the position.

Employees awarded the combined classification will receive from the Employer all necessary cross-training and certification in reception, appointment making, and medical assistant functions, to meet the Employer's requirements.

The curriculum for such training, as determined by the Employer, shall be the same for all combined positions involving reception, appointment and medical assistant functions throughout the Region. Such training may be provided by the Employer or arranged through outside educational or training institutions. The training for affected employees will commence within twelve (12) months of the date the combined positions are filled. As combined positions are initially created and filled, training will be scheduled for affected employees on the basis of seniority. Additional combined positions created after that twelve month period, which are unrelated to the initial FUM reorganization, may be filled by employees whom the Employer may cross-train or by qualified applicants (transfers or new hires) who already possess all necessary training.

Current medical assistants who are not certified will be grandfathered, with no further certification requirements placed on them.

Employees who obtained a combined job in 1988 or 1989, prior to the execution of this Letter of Agreement, who acquired training at their own expense in order to qualify for that combined position or an Employer sponsored training program for such position, shall be reimbursed for tuition, fees and books associated with such training. This shall be a one-time reimbursement which shall not have any future application or precedential value.

It is the intent of the parties to meet in an expeditious manner to resolve any disputes concerning the application of the provisions of this Letter of Agreement which may arise, in this regard either party may initiate discussions concerning a dispute over the provisions of this Agreement at the second step of the grievance procedure contained in our Collective Bargaining Agreement.

It is the intent of the parties that this Letter of Agreement be a viable and dynamic tool to address both the needs of the Employer and the rights of the employees, and it is therefore understood and agreed between the parties that any problems arising out of the implementation of FUM which are not addressed by this Letter of Agreement shall be dealt with by the parties as they arise, and a good faith effort shall be made to resolve them in accordance with the spirit and intent of this Letter of Agreement.

This Letter of Agreement shall become effective on the date of its execution by both parties and shall remain in effect until modified or cancelled by mutual agreement.

The provisions of the Letter of Agreement relate solely to FUM and shall not be used or relied upon by either party for any other purposes.

NCAL APPENDIX I

HEALTHCONNECT EFFECTS BARGAINING

March 28, 2005

This Agreement is entered into by Kaiser Permanente and UHW with the intent that the KP Health Connect initiative will transform the way Kaiser Permanente delivers healthcare. KP members will experience this transformation in the way they receive care and service. KP staff will experience this transformation in the way they are supported in providing care, the way they work with each other and their opportunities for personal growth and development.

Our goal is to create an environment where all staff have the opportunity and support to freely engage in the transformation effort. The following work and the work of the National KP HealthConnect Agreement demonstrates our joint commitment to the successful implementation of KP HealthConnect and the full realization of its benefits and provides guidance to the region to achieve this vision. In accomplishing this goal we will continue to make Kaiser Permanente the model for healthcare delivery.

It is also the intent of the parties that the implementation of KP HealthConnect will include the involvement of its Employees in a true LMP setting.

I. KPHC Project Temporary Employees.

a. Vacancies Not Filled–Attrition.

Beginning six (6) months prior to the go-live date of the facility's Ambulatory suite, vacancies that occur in the OutPatient Medical Records (OPMR) department will not be filled on a permanent basis, except as provided below.

b. Offering of Available Work.

Because the Employer generally wishes to avoid the use of intermittent and temporary personnel it will seek to offer available work in the OPMR to existing Employees. After additional, available hours are offered once by seniority to qualified current Employees in the OPMR, positions will be posted. KPHC Project Temporary positions will be posted as benefited positions despite their temporary nature.

(i.) Postings Within the Department.

Hours, which become available due to a vacancy, will be posted as a complete set of hours for the one (1) day posting period within the Department. A "complete set of hours" means that a vacancy will be offered and granted with its full complement of hours, e.g. twenty (20) hours, thirty-two (32) hours etc. The hours will not be broken into segments.

As a result, a part-time, limited part-time, or on call Employee may bid on the available benefited position provided that, in the case of the limited part-time or part-time Employee, the hours of the position must not conflict with her/his current pre-determined schedule. In the case of conflict with her/his schedule, s/he will have the option of either remaining in her/his current position or taking the posted position.

An Employee within the OPMR department at the time of notification of go-live, who is subsequently awarded a position with more hours within the department, will only maintain her/his rights to employment and income security based on her/his former PAR level.

(ii.) **Postings During the Five (5) Day Period.**

If no Employee in the Department successfully bids for the available position, the benefited vacancy will be made available and posted as a KPHC Project Temporary position.

(iii.) **Limited Part-Time and On Call Employees Awarded KP HealthConnect Temporary Positions.**

Because of the temporary nature of the positions, of Employees outside the OPMR Department, only limited part-time and on call Employees may bid for KPHC Project Temporary Positions.

Both limited part-time and on call Employees, regardless of their former status, will be returned only to on call status in their former Department and will regain any rights to which such status entitles them.

While in the KPHC Project Temporary position, they will be treated as such for purposes of the Collective Bargaining Agreement and this Agreement, e.g. their bidding rights in their former Department will be affected while they remain in the Project Temporary position.

(iv.) **Acknowledgement of Status.**

Employees outside the OPMR Department who are awarded KPHC Project Temporary positions will be required to sign a form that acknowledges that they understand that their status has changed and will affect their rights to bid into positions in their former department while in the KPHC Project Temporary position. The form will acknowledge that they have done this in exchange for the temporary benefited status they will enjoy.

c. **KPHC Project Temporary Employee Defined.**

A KPHC Project Temporary Employee is defined as an Employee that in all ways is the same as a temporary Employee described in the current Collective Bargaining Agreement, except such KPHC Project Temporary Employee:

- (i.) will be in benefited position;
- (ii.) will exercise her/his seniority as #10 in paragraph 30 and #12 in paragraph 32 of the current Collective Bargaining Agreement;
- (iii.) may have her/his period of temporary status extend beyond ninety (90) days but, in no case, beyond eighteen (18) months, unless mutually agreed by the Union, the Employer, and the Employee;
- (iv.) may not use her/his employment to claim over utilization, except if there is a suspected violation of c (i.) above;
- (v.) is not subject to the Employment and Income Security Agreement while in such status; and
- (vi.) will be released from her/his employment upon termination of temporary work in the OPMR, provided s/he has not successfully bid on another position.

d. **Agreement's Application to Other Classifications.**

The provisions of this entire Agreement are not intended to apply exclusively to OPMR but also to other Employees whose classification is similarly impacted.

II. **Available Positions and Training Opportunities.**

a. **Notice of KP HealthConnect.**

Employees whose position will be affected by KP HealthConnect will be given notice of at least four (4) months prior to the go-live date of the suite which will impact their positions. The Employer will provide adequate introduction to the new system, including Employee meetings where Employees will have the opportunity to ask questions.

(i.) **PC Skills Assessment.**

At least three (3) months prior to the deployment of personal computers (PCs) or three (3) months prior to the applications training for the KP HealthConnect suites, the Shirley Ware Education Center (SWEC), in conjunction with the Employer, will conduct PC skills' assessments for Employees who will be using the new applications and the Employees in the OPMR.

(ii.) **Career Counseling.**

At least three (3) months prior to the go-live of the Ambulatory suite of KP HealthConnect, SWEC, in conjunction with the Employer, will conduct career counseling for Employees in OPMR with a short term focus of expeditious placement of Employees in Primary Level positions and counseling for long term goals for Advanced Level positions. If there is a difference between an Employee's short term and long term goals, it is understood that the short-term goals will take precedence for the purposes of this Agreement. Other Employees may participate in career counseling as currently provided in the facility.

(iii.) **Employee Confidentiality.**

To guarantee Employees' confidentiality in determining PC skills and to assist them in exploring and realizing job placement opportunities, the Employer will continue to contract with SWEC to provide both PC assessments and career counseling, as applicable, for its Employees impacted by the implementation of KP HealthConnect.

b. **Bidding Rights of OPMR Employees.**

Once it has been determined that certain positions will be displaced, the Employees in those positions will be considered as "laid off" Employees for the purposes of seniority for job bidding (Article VI, Section 4. Seniority).

c. **Positions Categorized into Two Levels.**

For the purposes of training opportunities and the awarding of positions, this Agreement will categorize available positions covered by the current Collective Bargaining Agreement as:

(i.) **Primary Level Positions**, i.e. classifications which are either:

A. **On-The-Job Training Positions:**

e.g. Cashier-Receptionist, Teleservice Representative (Call Center), Pharmacy Clerk and other classifications as agreed. (Scanning work will result in the creation of positions in facilities where UHW represents the OPMR Clerks. Any such positions will be posted as UHW positions. If such positions are new to the Collective Bargaining Agreement, the parties will negotiate over the wages of such positions.)

or

B. **Short-Term Re-Skilling Positions:**

e.g. Medical Assistant, Laboratory Assistant II and other classifications, as agreed, to be completed in a training course as outlined below.

The parties will select a regional Implementation Team consisting of up to five (5) members each to determine Primary Level jobs and to ensure consistent application and administration of this Agreement and the National KP HealthConnect Agreement.

(ii.) **Advanced Level Positions.**

All other positions not designated as Primary Level positions will be considered advanced.

d. **Primary Level Position Training.**

The parties agree that, depending on the position, up to five hundred (500) hours of training shall be provided to Employees displaced by the implementation of KP HealthConnect.

(i.) **On-The- Job Training.**

For those positions requiring only on-the-job training, the Employer will provide on-the-job-training/orientation in accordance with current department procedures. Also, the Employer will post these positions using current processes and procedures.

(ii.) **Short Term Re-Skilling.**

For those positions which may require up to five hundred (500) hours of training, the Employer will post those positions with the following language to ensure that Employees are given the opportunity to bid for and be awarded positions for which they qualify: "If the transfer applicant is in a laid off status, s/he can be considered to be qualified for the position by successfully completing the required hours of training." Training hours will vary by position.

(iii.) **Education Trust.**

The parties will actively support that the actual training conducted for Short Term Re-Skilling positions are funded by the Educational Trust. Representatives of the parties to this Agreement will meet as necessary to give direction to the Educational Trust, as appropriate.

(iv.) **Support for Training.**

It is the intent of the parties that all Employees wishing to remain with the organization will be successful in that endeavor.

- A. As a support to Employees and as a means of measuring their success, Employees will be evaluated periodically during the training period (i.e. after 30 days, 60 days, and 90 days).
- B. The Employer will engage SWEC to provide career counseling as an additional support for Employees.
- C. If an Employee is at any point unsuccessful in the training and/or orientation for a Primary level position, the parties will meet and confer in order to develop a contingency plan for that Employee that may include exploring other options, additional training, etc. SWEC will be included in these discussions, if practicable.
- D. Employees who are unsuccessful in training and then decide to leave the organization or Employees who take a position and then decide to leave the organization will not be eligible for severance as provided in this Agreement.

e. **Advanced Level Position Training.**

(i.) **Enhanced Benefits.**

The Employer will provide the necessary training to successfully re-employ workers displaced by KP HealthConnect.

In addition, the Employer will offer enhanced training opportunities, tuition reimbursement benefits, scheduling accommodations, and education leave benefits to assist Employees in career development. These enhanced opportunities apply to all displaced Employees and those in positions most likely to provide opportunities for placement of displaced Employees. Specifically, the Union and Management agree that:

A. **Tuition Reimbursement.**

Work Force Planning teams will assess, in a safe environment, the educational needs of displaced Employees and those in positions most likely to provide opportunities for placement of displaced Employees. This assessment will identify opportunities for Employees to utilize their existing Tuition Reimbursement benefit in order to gain skills and/or knowledge to allow them to qualify for another position. The Work Force Planning team will augment the tuition reimbursement benefit to assist the Employee in qualifying for an available position.

B. **Education Leave.**

Workforce Planning Teams will be empowered to utilize and be creative in utilizing all Education Leave policies and resources, in order to address the training needs of displaced Employees and those in positions most likely to provide opportunities for placement of displaced Employees. This includes, but is not limited to allowing Education Leave to be used in conjunction with existing Tuition Reimbursement.

C. **Scheduling Accommodations:**

An Employee who wishes to temporarily reduce (i.e. for a period of six (6) months or less) her/his schedule to attend classes for any position may do so if such reduction is approved by her/his manager and the reduction does not unduly interfere with the operations of the department. It is understood that Employees will submit requests for the temporary reduction in schedule well before the commencement of classes (at least 60 days) and before the Employee registers for the class. If more requests are received than can be granted by the Employer because of operational needs, such requests will be granted by date of request. If requests are submitted on the same day, requests will be granted by seniority. Also, it is understood that schedule reductions/modifications due to disability issues must take precedence over schedule reductions/modifications to attend classes.

f. **Comparable Positions.**

For purposes of this Agreement, it is intended that the Employer, in conformance with the wishes of the Employee who faces displacement or potential displacement, will assist such Employee in obtaining a position that offers the same or higher wage rate as s/he previously enjoyed in her/his former classification and at a minimum will guarantee that s/he will not suffer a reduction in pay or Employee status.

g. **Training.**

(i.) **Positions Modified as a Result of KP HealthConnect.**

An Employee who will need to use KP HealthConnect applications for her/his job will be given classification specific training. Training at the time of implementation will be uniform in content throughout the Region and will be sufficient for the Employee's satisfactory performance of her/his job. Additional training will be offered on an as needed basis.

(ii.) **Training in Primary Level Positions.**

The training of Employees in Primary Level positions will be as consistent as possible throughout the Region, given the differences in duties and needs of a given unit or particular worksite for a specific classification. Additional training will be offered on an as needed basis.

(iii.) **Additional Training.**

If, after having been trained for positions modified by KP HealthConnect or for Primary Level positions, Employees are unable to perform their job satisfactorily and the Employer has offered additional training, the Employer will meet with the Union to discuss more training, other job opportunities, etc.

III. **Unanticipated Effects.**

At the request of either party, representatives of the Employer selected by the Employer and representatives of the Union selected by the Union will meet on a facility basis to work out issues or effects that were not anticipated by this Agreement.

IV. **Jobs Created by KP HealthConnect.**

The parties agree to abide by the following language agreed to in the National KP HealthConnect Agreement:

a. **Alignment:**

(i.) **Traditional Positions.**

The parties agree that where the basic skills, experience, knowledge, and abilities required for the new positions are found in bargaining unit positions, the new position will be included in the bargaining unit.

(ii.) **Non-Traditional Positions.**

If significant elements of the new position are ones that are not traditionally included in bargaining unit positions, some non-traditional flexibility in selection criteria and employment conditions may be required.

b. **Selection:**

(i.) **Traditional Positions.**

Selection for traditional jobs will be in accordance with the Collective Bargaining Agreement.

(ii.) **Non-Traditional Positions.**

Selection for non-traditional positions will be done jointly by Labor and Management. Competency will be determined by assessing the candidates against the expected job requirements and competencies. Seniority will be the determining factor from among those candidates deemed to be fully competent.

c. **Flexibility for Non-Traditional Positions:**

The parties recognize the critical nature of such positions to respond efficiently and effectively to certain organizational and systems needs. These positions may require greater independent judgment, less direct supervision and more flexible scheduling. Flexibility of work distribution, location of assignments, client support, jurisdictional lines, and scheduling of work are essential for these positions to be successful.

d. **Temporary Assignments:**

The parties understand that some positions created by KP HealthConnect may be temporary assignments. Employees bidding on these positions will understand that they will not be covered by the Employment and Income Security Agreement. At the end of the assignment, they may only use their accrued seniority to bid on open positions, for which they are qualified; otherwise employment will end with the completion of the assignment. Offers covering the conditions of such temporary assignments will be made in writing to the selected candidates.

e. **Agreements:**

Joint agreements regarding the rates of pay and conditions for positions placed in the bargaining unit will be documented in side letters of agreement to the existing Collective Bargaining Agreement.

f. **Process for Reviewing KP HealthConnect Related Positions:**

(i.) The Employer will notify Union leaders of new positions created by KP HealthConnect within sixty (60) days prior to posting. The Employer and the Union will schedule a joint meeting to review the new position within fifteen (15) days of notification. Those positions already established and populated will be jointly evaluated as soon as practicable. The process for transitioning such positions into the bargaining unit will be subject to bargaining.

(ii.) The Employer will provide the KP HealthConnect need for the role. Labor and management present their interests and recommendations for representation status.

(iii.) If the job is determined to be represented, then the parties will follow the current job evaluation process.

- (iv.) If the job is determined to be non-represented, then the Employer will follow the current job evaluation process.
- (v.) If there is disagreement about bargaining unit status, then the matter will be referred to the Expedited Issue Resolution Process as outlined in the National KP HealthConnect Agreement.

V. **Vacancies during Transition to KP HealthConnect.**

Until the implementation of KP Health Connect is complete region-wide, Employees may apply for vacancies for which training in KP HealthConnect is required. If such Employees would be considered qualified except for the KP HealthConnect training, then they will be considered to be qualified for the position.

VI. **Changes in Duties of Certain Classifications.**

The Employer and the Union will agree to assess whether jobs have changed enough to warrant an increase in pay. Such assessments will occur during contract bargaining in 2005. Disputes will be ultimately resolved by the grievance procedure.

VII. **Early Retirement.**

Employees in those classifications whose numbers are reduced as a direct result of the implementation of KP HealthConnect will be given twelve (12) months notice prior to the projected implementation in the specific department and facility. In facilities where implementation will already have occurred sooner than twelve (12) months, such notice will be given as soon as practical. Employees so affected will be offered career-counseling, retirement/benefit counseling, retraining opportunities, and severance in the thirty-day period following notice. Such Employee, within the ninety-day period following (120 days total), will make her/his decision to remain with Kaiser Permanente and take advantage of retraining opportunities or sever her/his employment. The severance offered to Employees will be granted according to the 1994 Severance Agreement, the basics of which are:

a. **Employees Eligible for Early Retirement (Waiver).**

A summary of the benefits follows:

- (i.) One (1) week's pay per year of regular service based on the number of PAR'd hours in a payroll week at the time of separation exclusive of additional hours or overtime. Payment will be every two weeks.
- (ii.) One (1) month's minimum and six (6) months' maximum of severance.

(iii.) Health and Dental for Employees and dependents until the Employee is eligible for Medi-Care. At the time the Employee becomes eligible for Medi-Care s/he will be covered as provided in the provisions of the Collective Bargaining Agreement.

b. **Employees Not Eligible for Retirement (Waiver).**

A summary of the benefits follows:

(i.) One (1) week's pay per year of regular service based on the number of PAR'd hours in a payroll week at the time of separation exclusive of additional hours or overtime. Payment will be every two weeks.

(ii.) One (1) month's minimum and six (6) months' maximum of severance.

(iii.) Health and Dental for Employees and dependents until the Employee is covered by health insurance with another Employer, up to a maximum of twelve (12) months.

c. **Hiatus in Employment.**

Different from the 1994 Agreement, Employees taking advantage of the severance package will not be eligible for rehire for a period of one (1) year after severing.

d. **Non-Duplication of Benefits.**

Selection of severance or early retirement under this provision shall be the exclusive choice for severance and/or early retirement, and the National KP HealthConnect Agreement provisions regarding severance, medical benefits, etc. shall have no application for Employees covered by this Agreement. Those Employees, who select severance and/or early retirement based upon this provision, shall execute a standard release of liability and all claims. As an exception to the 1994 Severance Agreement, such release shall include a release from potential contract claims including, but not limited to, the layoff and recall provisions of the collective bargaining agreement and the Employment and Income Security Agreement provisions of the National Agreement.

VIII. **Employees Replacing Employees Who Are Being Trained on the KP HealthConnect System.**

a. The Employer wishes to avoid any hardship for Employees who return to regular duties after training on KP HealthConnect or who remain in a department while co-workers are being trained on KP HealthConnect.

Therefore, the Employer shall replace Employees who are being trained, based on the staffing needs of the department.

- b. The Employer may utilize various methods of replacing Employees while certain Employees are being trained for KP HealthConnect depending on:
 - (i.) the length of such training,
 - (ii.) the method of training (i.e. classroom training vs. on-the-job training),
 - (iii.) the expertise required for training, and/or
 - (iv.) the regularity or frequency of training.
- c. If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement in order to provide replacements for training Employees, the Employer will discuss the matter with the appropriate Union representative(s). If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement, such action will only be by mutual agreement between the Employer and the Union.
- d. Among those methods of replacing Employees that the Employer may consider would be the use of current Employees by classification, specifically for inter-facility relief (a defined geography or region-wide) or intra-facility and department relief.
- e. It is intended that Employees in a department would be offered this work before using any of the methods described above, only if this "replacement work" did not conflict with the schedule/work of the Employees in the department desiring such work. Agency or registry personnel would be used only as a last resort and in conformance with the Collective Bargaining Agreement.
- f. **Inter-Facility Float Pool for a Designated Area.**
The Employer may create a temporary pool of full-time or part-time benefited positions of Cashier-Receptionists who will serve as replacements (backfill) for Employees who are being trained. Such positions will be posted in accordance with the Collective Bargaining Agreement.
 - (i.) Employees will work in these positions for a period not to exceed eighteen (18) months.
 - (ii.) Employees will be assigned to work in a designated area that includes a designated number of facilities. This information will be included in the posting.

- (iii.) Positions will be posted as a complete set of hours, setting forth the obligations of this Agreement. Current Employees may bid for these positions provided such work does not conflict with their schedule, if it is their wish to maintain their current schedule. Such Employees will retain all rights in their current department and will continue to work their current schedule in their department.
- (iv.)
 - A. New hires into these positions will accrue seniority for bidding purposes as Employees of a separate facility.
 - B. Current Employees who bid on and are awarded these positions, and who leave their current positions to take these positions, will continue to accrue seniority as if still working in their former department. Upon conclusion of the assignment, current Regular Employees will retain bidding rights as Regular Employees back to their former department, and may only exercise these rights at that time if any positions are available. After that time, their bidding rights back to their former department as described in the preceding sentence, will cease. Short-hour or Casual Employees may return to their former status in the department, and the specific hours and shifts will be determined based on operational needs.
 - C. At the end of the assignment in these temporary benefited positions, new hire (A) and current (B) Employees will become Regular full-time or part-time Employees in KARES, will be placed into positions which are geographically suitable, and will no longer be considered temporary benefited Employees. They will then be considered as Employees of a separate facility (KARES) for the purposes of the Collective Bargaining Agreement. If they were part-time or full-time in the Temporary Benefited position, they will transition to KARES in the same status. New hires who do not choose to continue in KARES will be separated from their employment and will not be subject to the Employment and Income Security Agreement.
- (v.) The Employer will designate a certain facility within the geographic area as the "home" facility. This home facility will be used to calculate mileage reimbursements for the Employee while in this position, in accordance with the current Kaiser Permanente reimbursement policies, (See Policy 20-4 dated 6/1/02 regarding Expense Reports.)

- (vi.) Both current and new hire Employees who bid on and are awarded these Temporary Benefited positions will commit to remaining in the position for the duration of the assignment. Thereafter, they may exercise their rights to bid for other positions as provided in the Collective Bargaining Agreement.
- (vii.) With agreement of the Union, the Employer may use this float pool model for another classification.
- (viii.) The Employer will pay for travel time pursuant to current KP policy. (See Policy 4.02 dated 12/03 regarding Travel Time.)
- (ix.) The configuration of these positions will be primarily full-time positions.
- (x.) The Employer will pay a \$1.00 per hour differential for all hours worked in these temporary benefited positions. The \$1.00 per hour differential will cease when the Employee transfers to KARES.
- (xi.) It is not intended that positions in KARES will be utilized in lieu of positions regularly assigned in a given unit or facility.
- (xii.) Nothing herein is intended to change the current agreements or practices regarding the utilization of Employees in KARES.

IX. **Biller Training Pool.**

The Employer may create a pool of regular full-time Biller positions that will serve as replacements (backfill) for Employees who are being trained in billing. At any time, these Employees may be assigned in any of the Employer's business locations in Northern California. Such positions will be posted in compliance with the collective bargaining agreement and will include all the obligations of this position.

- a. The Employer will pay all mileage pursuant to current KP Policy (See Policy referenced above).
- b. As applicable, the Employer will pay lodging and travel time pursuant to current KP Policy (See policy referenced above).
- c. Current Employees granted one of these positions will continue to maintain their seniority in their former department.
- d. New hires will accrue seniority as provided in the collective bargaining agreement and will have Employment and Income Security. When new hires working in the Biller Training Pool bid for a position outside the

Training Pool, they will be considered as a separate and distinct facility for bidding purposes.

- e. Employees working in these positions will be paid a differential of \$2.50 per hour for all hours worked while on a float assignment in this Pool.
- f. These positions will require a great deal of flexibility of the Employees awarded them. These Employees may be called upon to work anywhere in the Region, and from time to time, they will work in their original department, based on operational need.
- g. These positions may continue for a period in excess of eighteen (18) months. Any Employee awarded one of these positions will return to her/his former position upon conclusion of this work.
- h. Initially, the Employer will determine how many positions are needed for the Biller Training Pool. The number of Biller Training Pool positions allocated to SEIU-UHW and OPEIU Local 29 will be pro-rated based on the current total number of Employees in Biller positions held by SEIU-UHW and OPEIU Local 29. The Employer will continue to maintain this pro-ration for the duration of this program. Such Employees will be able to work in any location in the Region, regardless of union affiliation. This specific provision #h. is non-precedent setting and this Agreement with SEIU-UHW for a proportional allocation of positions is contingent upon OPEIU Local 29's agreement with this provision.
- i. Employees who, in the last six (6) months of the date of their application for a position in the Biller Training Pool, have active corrective action or written letters of warning on file are not eligible for participation in the Biller Training Pool.

X. **Lotus Notes.**

Depending on factors such as server capacity, licenses, etc., each facility will examine its ability to provide an e-mail address and Lotus Notes to all Employees.

XI. **Alternate Arrangements.**

Because every possibility that might arise could not be anticipated by this Agreement or by the guarantees of the Employment and Income Security provisions of the National Agreement, the Union and the Employer may mutually agree to alternate arrangements, with the understanding that such arrangements will be consistent throughout the region as much as is operationally feasible.

XII. **National Agreement.**

It is agreed that this Agreement serves as a complement to the National KP HealthConnect Agreement. If any provision of the National KP HealthConnect Agreement or agreement with OPEIU Local 29 provides a better benefit, such better benefit will be extended to Employees represented by UHW.

This Agreement relates solely to the initial implementation of KP HealthConnect in Northern California. This Agreement shall not constitute precedence for either party, nor shall either party use this Agreement in any pending or future case, unless the application of this Agreement is at issue.

NCAL APPENDIX J

LICENSED VOCATIONAL NURSE I.V. CERTIFICATION

August 5, 2002, Kaiser Permanente and SEIU UHW reached an agreement regarding Licensed Vocational Nurses and Sr. Vocational Nurses Job Classification on the following:

A. Designate I.V. Departments.

1. Kaiser Permanente will initiate the list of departments to be designated as I.V. therapy departments by facility in the inpatient and outpatient settings, and make such list available to the Union as soon as it is completed. Wage differentials as described below will be implemented based on this initial Employer list.
2. SEIU UHW will also send KP a list of identified I.V. departments. The Employer will review and discuss this list with the Union for additional consideration of implementation of the Wage differential.
3. The parties further agree to evaluate the lists and modify the lists by mutual agreement.
4. Any disputes with respect to whether an area should qualify for I.V. Therapy designation is subject to the grievance and arbitration provisions of the collective bargaining agreement.

B. I.V. Certification.

1. KP will not require current LVNs to obtain I.V. certification even if the Employee's home unit is a designated I.V. department.
2. Employees who transfer to an I.V. designated department/position must have I.V. certification within 6 months after a position is awarded in the I.V. designated departments.
3. Newly hired Employees must have I.V. Certification if required by Job Postings for positions in designated departments.
4. LVNs and Sr. LVNs currently employed by KP will be offered a KP sponsored I.V. certification training program. KP and SEIU UHW will jointly work together to develop a curriculum through the SEIU UHW Shirley Ware Education Foundation Center.

C. **Compensation.**

1. In a designated I.V. unit, an LVN who is I.V. certified and competent to carry out duties which require I.V. related tasks will receive an hourly differential equal to 5% of his/her current rate of pay.
2. In a designated I.V. unit, a Sr. LVN who is I.V. certified and competent to carry out duties which require I.V. related tasks will receive an hourly differential equal to 3% of his/her current rate of pay.
3. In a designated I.V. unit, a regular LVN or a Sr. LVN who chooses not to obtain I.V. certification, and/or is unwilling to carry out I.V. related duties, or is unable to perform and unwilling to receive training will not receive the differential.
4. New I.V. certification differential rates will commence on September 22, 2002. The payment will reflect on the paycheck of October 11, 2002. No retroactive adjustments will be made prior to September 22, 2002.
5. The I.V. Therapy differential will be included in paid time off compensation and shall become part of the base rate as are "shift differentials".
6. **Preceptorship.**
It is agreed that any LVN or Sr. LVN will be paid a differential of \$1.20 per hour for actual time spent precepting an LVN or a Sr. LVN who is new to the department. (Further discussions will take place regarding precepting of other job classifications i.e. Medical Assistants, Nursing Assistants/Care Partners, Unit Assistants and Receptionists.) Furthermore, it is agreed that preceptorship and orientation is distinctly separate. No differential will be paid for orientation. The parties agree to meet to mutually define the precepting process. The wage differential for Precepting will not be paid until such time that the process is defined and agreed to, and will not be retroactive. The Parties agree to review and resolve this matter within 90 days of the signing of the agreement.
7. **Floating.**
 - A. Currently employed LVNs and Sr. LVNs not I.V. certified but whose home unit is an I.V. designated department, may float to other I.V. designated units according to seniority.
 - B. LVNs and Sr. LVNs who are I.V. certified and competent whose home unit is not an I.V. designated department, may float to an I.V. designated unit and will be paid at a relief in higher classification differential.
8. An I.V. certified LVN or Sr. LVN who decides to transfer to a non-I.V. designated department will not continue to receive the I.V. certification differential.

NCAL APPENDIX K

MANDATORY OVERTIME

Applicable to all classifications.

It is the intent to discontinue the practice of scheduling/requiring mandatory overtime. Effective August 15, 2003, mandatory overtime will not be used except in a government declared state of emergency. Even in a state of emergency, the facility/facilities will take all reasonable steps to utilize volunteers and to obtain coverage from other sources prior to mandating overtime. The pre-implementation time will be used to assess practices and develop new scheduling processes to make the discontinuance of mandatory overtime possible.

Specifically, the parties will jointly review where the practice of mandatory overtime exists and work with department staff to develop procedures, processes and solutions to avoid this need in the future. At the end of the pre-implementation period, it is expected that joint processes/procedures will be in place to assure successful implementation of the elimination of mandatory overtime after August 15.

NCAL APPENDIX L

MECHANIZATION

A. **Mechanization Defined.**

The term “mechanization” is defined as replacement of essential elements of an Employee's particular job by a machine or other technological improvement, including but not limited to introduction of automated processes and work-saving devices.

B. **Steps Taken by the Employer for Mechanization.**

When an Employee's particular job is eliminated because of mechanization, the Employer shall take the following steps.

1. **Notice to Five Year Employees.**

An Employee who has at least five (5) years of continuous service as a Regular Employee shall be given three (3) months prior notice that his/her job is being eliminated. The Employee, if he/she has less than five (5) years but more than one (1) year of continuous service as a Regular Employee shall be given four (4) weeks prior notice that his/her job is being eliminated. The Employee, if he/she has less than one (1) year of continuous service as a Regular Employee, shall be given two (2) weeks prior notice that his/her job is being eliminated. The applicable period of notice shall be termed the “notification period.”

2. **Offer of Job with Training to a Five (5) Year Employee.**

The Employee with at least five (5) years of continuous service as a Regular Employee shall be offered another job during the notification period, if an available job opening exists for which he/she can reasonably be expected to qualify within a training and trial period not to exceed sixty (60) days, either at the same facility or at another facility within reasonable proximity.

3. **Reasonable Efforts on behalf of Employees with Fewer than Five (5) Years of Service.**

The Employer is not obligated to offer another job to an Employee with less than five (5) years of continuous service as a Regular Employee. The Employer will make reasonable effort to accomplish the force reduction through attrition and transfer regardless of length of service.

4. **Effective Date of Pay for an Employee who Accepts a New Job as a Result of Mechanization.**

If an available job opening exists during the notification period and it is offered to and accepted by the Employee, the rate of pay for the job, if lower, shall not become effective before at least the end of the notification period.

5. **Minimum Severance for Mechanization.**

If by the end of the notification period the Employee has not accepted another job or the Employee has not been offered another job, he/she shall receive minimum severance pay on the following basis for full years of continuous service as a Regular Employee:

Note: The TAP severance program or other better severance benefits available shall supersede this minimal benefit.

Years of Service	Days of Pay
1-2	2
2-3	4
3-5	10
5-7	15
7-10	20
10-Over	30

C. **Applicability of this Side Letter.**

These provisions are fully subject to better benefits and conditions provided through National LMP Agreements, Health Connect Agreements, Employment and Income Security Agreements, and other provisions contained in this Agreement which provide for better conditions and benefits related to reduction in force, income extension, training and placement.

NCAL APPENDIX M

NO SHIFT CANCELLATION

October 18, 2002

Providing Kaiser Permanente Employees with the maximum possible employment and income security is one of the six stated goals that serve as the foundation to the Partnership between Kaiser Permanente and those AFL-CIO Unions representing Employees in KP facilities. The parties agree that a no shift-cancellation policy helps to meet that goal and provides Kaiser Permanente with a valuable tool to assist in its recruitment and retention efforts now and in the future.

The terms and conditions set forth in this document have been discussed and agreed to by representatives of SEIU UHW and Kaiser Foundation Hospitals. This agreement supersedes the agreement signed by the parties on May 23, 2002.

Project Identification and Considerations.

- A. The no shift-cancellation program shall include all SEIU UHW Kaiser Foundation Hospitals Employees working in Northern California, including SEIU UHW members in the Home Health and Hospice departments.
- B. In addition to covering regularly assigned shifts, the no shift-cancellation program extends to Employees who have made themselves available and been confirmed for overtime and additional hours opportunities. This applies to full-time, part-time, limited-part-time, casual and temporary Employees. In each service area the parties to this agreement will designate an appropriate number of individuals, representing each facility to work on the project team chartered with the design and implementation responsibility.
- C. In each service area the parties to this agreement will designate an appropriate number of individuals, representing each facility to work on the project team chartered with the design and implementation responsibility.
- D. The project team shall have full authority to make all non-economic decisions regarding the elements of the program so long as the elements designed do not change or alter the terms of the existing collective bargaining agreement.
- E. When looking at alternative assignments, in lieu of cancellation, the project team shall cover activities such as those that build Employee knowledge and competency, that provide cross training of staff, and, that assist the organization in its efforts to become and maintain a survey ready environment.

- F. Educational modules used for alternative assignments will be designed to permit Employees to receive credit for continuing education when applicable to their discipline. Kaiser Permanente will take all steps necessary to assure that such programs are recognized by the relevant licensing or certification boards.
- G. Each service area committee throughout the program will meet on a monthly basis, or more often if necessary, to discuss successes and other issues as the parties feel appropriate.
- H. It is agreed that the no shift-cancellation pilot program that took effect May 20, 2002 and implemented no later than July 1, 2002 is hereby extended and shall remain in effect through December 31, 2010. The program may be extended by mutual agreement.

NCAL APPENDIX N

POSITION SPECIFICATIONS FOR ALL GEOGRAPHIC AREAS INCLUDING FRESNO

In the 2000 SEIU Local 250 Agreement in Appendix B there were classifications listed in groups under headings of Maintenance and Service, Licensed Nursing, Nursing, Clerical, and Technical (licensed and unlicensed). In Appendix C there were classifications listed that included a synopsis of their position requirements and job duties. These lists were not exhaustive. Over the years classifications have been added and the job duties have changed for some of the classifications or, through bargaining, entirely different job descriptions have been substituted, e.g. Coder, Radiologic Technologist and Sonographer career ladders. The following is a list of classifications in the 2000 Agreement that were included in Appendix C of that Agreement. The 2000 Local 250 Agreement should be used as a reference for job descriptions that have not changed and for groupings of the listed classifications.

Allergy Technician	Histologic Tech Trainee
Allergy Technician Trainee	Histologic Technician I
Asst Supv Central Allergy Laboratory	Histologic Technician II
Cardiovascular Technician	Laboratory Assistant I
Central Supply Technician	Laboratory Assistant II
Cert. Occupational Therapist Assistant I	Laboratory Assistant III
Cert. Occupational Therapist Assistant II	Linen Room Supervisor
Cert. Ophthalmic Technician II	Medical Record Coder I
Cert. Sterile Processing Technician II	Medical Record Coder II
Cert. Surgical Assistant	Medical Secretary
Chief Cytotechnologist	Medical Secretary Trainee
Chief Storekeeper	Molecular (DNA) Technologist I
Clerical Classifications Grades 1-7	Molecular (DNA) Technologist II
Cytogenetic Technologist I	Molecular (DNA) Technologist III
Cytogenetic Technologist II	Monitor Technician
Cytogenetic Technologist III	MRI Technologist I
Cytogenetic Trainee	MRI Technologist II
Cytotechnologist I	MRI Technologist Trainee
Cytotechnologist II	Nuclear Medicine Technologist I
Cytotechnologist III	Nuclear Medicine Technologist II
Diagnostic Ultrasonographer I	Nutrition Aide/Nutrition Clerk
Diagnostic Ultrasonographer II	Obstetrical Technician
Diagnostic Ultrasonographer III	Ophthalmic Photographer
Diagnostic Ultrasonographer Trainee	Ophthalmic Technician
EEG Technologist I	Ophthalmic Technician Trainee
EEG Technologist II	Outpatient Pharmacy Technician
Emergency Department Technician II	Physical Therapy Assistant I
Head Housekeeping Aide	Physical Therapy Assistant II

Psychiatric Technician
Radiologic Technologist I
Radiologic Technologist II
Radiologic Technologist III
Reg. Respiratory Care Practitioner I
Reg. Respiratory Care Practitioner II
Respiratory Care Permittee
Respiratory Care Practitioner I
Respiratory Care Practitioner II
Sr. Allergy Technician
Sr. Anesthesia Supply Aide
Sr. Anesthesia Technical Assistant
Sr. Cardiovascular Technician
Sr. Cert. Sterile Processing Technician
Sr. Communication Operator
Sr. Cytogenetic Technologist
Sr. EKG Technician
Sr. Laboratory Assistant
Sr. Licensed Vocational Nurse
Sr. Medical Assistant
Sr. Medical Secretary
Sr. Nutrition Clerk

Sr. Obstetrical Technician
Sr. Orthopedic Technician
Sr. Pathology Technical Assistant
Sr. Physical Therapy Aide
Sr. Psychiatric Technician
Sr. Respiratory Supply Aide
Sr. Surgical Technician
Sterile Processing Technician I
Storekeeper I
Storekeeper II
Supv. Cyto/Histo Technologist
Supv. Diagnostic Ultrasonographer
Supv. Histologic Technician
Supv. MRI Technologist
Supv. Nuclear Medicine Technologist
Supv. Radiologic Technologist
Supv. Respiratory Care Practitioner
Surgical Assistant
Surgical Assistant Trainee
Unit Assistant
Vision Services Assistant I
Vision Services Assistant II

NCAL APPENDIX O

POST-RETIREMENT MEDICAL BENEFITS FOR EMPLOYEES WHO RETIRED BEFORE JANUARY 1, 2003

The Employer agrees to provide to those Employees covered by the Kaiser Foundation Health Plan, Kaiser Foundation hospital-surgical-medical benefits described as Senior Advantage or the alternate medical plan coverage integrated with Medicare, for Employees retired under the normal, disability and postponed provisions of the pension plan and who are eligible for and participating in Parts A and B of Medicare. Employees retiring under the early or disability provisions of the pension plan shall become eligible for the Kaiser Foundation Health Plan Senior Advantage coverage (or the dual choice option if accepted by the Administrator) upon becoming eligible for and participating in Parts A and B of Medicare. For early and disability retirees who retire after November 1, 1992, the requirement that Employees must maintain Kaiser coverage during the period from early retirement to age sixty-five (65) in order to qualify for coverage at age sixty-five is eliminated. Covered spouses/domestic partners of such Employees must also enroll in Parts A and B of Medicare when eligible. Medicare-eligible Employees who retired prior to August 1, 1996, along with their Medicare-eligible dependents, will be allowed to retain their existing coverage presently described as "MS" or may choose to enroll in the Senior Advantage Plan provided they meet eligibility requirements. Employees who retire on or after August 1, 1996, and their dependents will be required to enroll in the Senior Advantage Plan upon becoming Medicare-eligible. The medical benefits that retirees receive from the Senior Advantage program will continue to be the same as those described as the "SS" coverage in Article XXII, Section 1. Retirees covered by Senior Advantage must receive all medical care at Kaiser Permanente facilities in order to receive benefits. If individuals covered under this plan move outside the Kaiser Permanente service area, and do not elect the alternate medical plan, Kaiser Permanente will offer its Out of Area Group plan. However, effective January 1, 1997, such Medicare-eligible retirees and their dependents will be required to pay that amount of the Out of Area retiree group rate which is in excess of the Health Plan retiree group rate in effect on January 1 of each year. Dependents of Employees who retire on or after August 1, 1996 who are not yet Medicare-eligible must enroll in Kaiser Permanente's Senior Advantage Plan as soon as they become eligible in order to maintain health plan coverage. The \$5.00 drug co-pay shall apply to eligible Employees who retire on or after January 1, 1998.

For Employees hired after October 25, 1986, fifteen (15) years of service under the Retirement Plan shall be required for eligibility for the post-retirement health care coverage described above, and such coverage shall not include optical benefits.

Costs for post-retirement medical coverage shall be shared as follows for Employees who terminate on or after January 1, 1998, and who meet the eligibility requirements for retiree medical coverage. Such costs will be based on the January 1 retiree Senior Advantage group rate for each year.

Retiree Service	Years of Monthly Payments	Employer Monthly Payments
15	50%	50%
16	55%	45%
17	60%	40%
18	65%	35%
19	70%	30%
20	75%	25%
21	80%	20%
22	85%	15%
23	90%	10%
24	95%	5%
25	100%	0%

NCAL APPENDIX P

RADIOLOGIC TECHNOLOGIST CAREER LADDER

September 1, 2005

Advances & Attrition in Technology.

Medical Imaging is a dynamic, technology driven field. As advancements occur, the parties will meet to discuss whether these result in the creation of a new Specialty and/or changes in job requirements. As attrition occurs, the parties will meet to discuss the elimination of Specialties and/or job requirements.

Radiologic Technologists without Fluoroscopy licenses currently working for Kaiser Permanente.

Radiologic Technologists working on or before August 05 at Kaiser Permanente WITHOUT California certification in Fluoroscopy will be provided with educational opportunities in order to pass the California permit test in a 9 month period. Those who are unable to meet this requirement are eligible to work as an RT I if either the union or management can identify and both parties agree on any Radiologic Technologist positions within the Region where Fluoroscopy is not necessary for the regular operational requirements of that position. Employees will maintain their pay rate until such time as the RT I rate is above that rate. An employee must be awarded the position through bargaining unit seniority in order to continue their employment at Kaiser Permanente Northern California.

Modality Competency Committees.

Each Modality (General Radiology. Computer Tomography. Mammography. Interventional) will create a Joint Regional Committee of Labor, Management and Radiologists for the following functions:

- Establish Criteria for basic competency for hours in that modality.
- Establish Criteria for advanced competency for hours in that modality
- Establish Training Criteria for that modality
- Review and recommend Radiologic Technologist continuing education needs
- Update competency criteria as Technology in that modality changes
- Support the proctoring of students through KPSAHS and other educational institutions

Radiologic Technologists without Venipuncture Certification.

A. Working in a Modality where it is performed.

Radiologic Technologists working on or before August 05 at Kaiser Permanente WITHOUT California Venipuncture Certification in a Modality where it is performed will be provided with educational opportunities in order to pass the California permit test in a 9 month period. Those who are unable to meet this requirement shall be given work assignments for which they are qualified and placed at the corresponding Skill Level of the Radiologic Technologist classification.

B. Working in a Modality where Venipuncture is NOT performed.

Radiologic Technologists working on or before August 05 at Kaiser Permanente WITHOUT California Venipuncture Certification in a Modality where it is NOT performed as part of their work assignment will not be required to obtain it. For promotions, transfers or training in a Specialty that requires Venipuncture, the Technologist must obtain CA Venipuncture certification on or before the date of application. The employer will provide the Technologist with educational opportunities in order to pass the California permit test at the Technologists's request.

Implementation.

Upon ratification of this agreement, current employees shall be placed at the appropriate Skill Level and their current Tenure Step where they will not receive a reduction in pay rate as a result of the implementation of this new structure.

Level 1.

Radiologic Technologist I: This is an entry level position. The employee must obtain a fluoroscopy permit and venipuncture certification within six months of employment, or will be terminated.

Level 2.

Radiologic Technologist II: This level requires both fluoroscopy permit and venipuncture certification. Competency must be demonstrated and maintained.

Level 3.

Radiologic Technologist III: This level requires five years of experience as a Radiologic Technologist, a CA fluoroscopy permit, California venipuncture certification and ARRT (R) certification. Competency must be demonstrated and maintained.

Level 4.

Radiologic Technologist IV: This level requires a CA fluoroscopy permit, CA venipuncture certification and two years of experience in a Specialty (IR, CT, and Mammography) or one year of experience in a Specialty and an ARRT in that Specialty. The Specialty must be performed by the Technologist and be within the scope of service of the department. Competency in the Specialty must be demonstrated and

maintained. ARRT certification in Quality Management will be considered a Specialty for advancement to this level.

Level 5.

Radiologic Technologist V: This level requires a CA fluoroscopy permit, CA venipuncture certification and two years of experience in each of two specialties (IR, CT, Mammography) OR one year of experience in each Specialty and an ARRT in each Specialty OR one year of experience in one Specialty with an ARRT in that Specialty and two years of experience in a second Specialty. The Specialty must be performed by the Technologist and be within the scope of service of the department. Competency in Specialties must be demonstrated and maintained. ARRT certification in Quality Management will be considered a Specialty for advancement to this level.

Level 6.

Lead Radiologic Technologist: This level requires a CA fluoroscopy permit, CA venipuncture certification five years of experience and an ARRT (R). Specialty Leads must have Specialty ARRT and meet all Specialty requirements. Existing Lead Radiologic Technologists who do not have ARRT certification will be “grandfathered” to this level in General Diagnostic Radiology and Specialties.

Advancement Into Specialties.

Management will make reasonable efforts to train all qualified Technologists according to operational needs in each Specialty. Operational needs may include backfill for vacation, sick calls and union activities. All references to Special Procedures Differential and the Garbarino arbitration decision shall be deleted from the agreement. Employees shall be placed at the appropriate Skill Level and current Tenure Step.

NCAL APPENDIX Q

RADIOLOGIC TECHNOLOGIST SPECIAL COMPENSATION

March 2007

This Letter of Agreement ("Agreement") is entered into by and between The Permanente Medical Group, Inc. ("TPMG" or "the Employer") and United Healthcare Workers – West ("UHW" or "the Union") to resolve ongoing disputes concerning the interpretation and application of the contract provision entitled "Radiologic Technologist Special Compensation", designated as Paragraph 173 of the 2000 – 2005 Collective Bargaining Agreement ("CBA").

The Union and the Employer agree that, as of the effective date of this Agreement:

1. Only a regular Radiologic Technologist who both was hired by the Employer prior to October 25, 1986 and was employed by the Employer as a regular Radiologic Technologist prior November 4, 1990, shall be entitled to receive the payment described in Paragraph 173 (*paragraph 786 of the current Agreement*). A part-time regular Radiologic Technologist who both was hired by the Employer prior to October 25, 1986 and was employed by the Employer as a Radiologic Technologist prior to November 4, 1990 shall have her or his lump sum payment prorated pursuant to Paragraph 173.
2. Notwithstanding the provisions of Paragraph 1, above, any employee of the Employer who is a regular Radiologic Technologist on the effective date of this Agreement and who was hired by the Employer prior to October 25, 1986, shall continue to receive payment pursuant to Paragraph 173 until such time as she or he is no longer employed by the Employer as a regular Radiographic Technologist, or Paragraph 173 is amended or deleted by mutual agreement of the Union and the Employer. He or she shall be entitled to receive such payment regardless of whether she or he was employed by the Employer as a regular Radiologic Technologist prior to November 4, 1990. This exception does not apply to any employee who is not employed by the Employer as a regular Radiologic Technologist on the effective date of this Agreement, regardless of her or his employment history or whether he or she becomes a regular Radiologic Technologist after such effective date.
3. In full and complete settlement of any claims arising from or relating the Employer's decisions in 2005 and 2006 to withhold payment as described in Paragraph 173 from regular Radiographic Technologists who were hired by the Employer prior to October 25, 1986, but who did not become regular Radiographic Technologists until on or after November 4, 1990, the Employer agrees to pay such employees the amount they would have received at the time. The employees who shall receive such payment are identified in Exhibit A, which is attached hereto. The payment will be made as a lump sum, less applicable taxes and withholding, within 30 calendar days after the effective date of this

Agreement. No other employee shall be entitled to claim or receive payment pursuant to this provision.

4. Nothing in this Agreement shall be construed to extend or expand eligibility for compensation pursuant to Paragraph 173 to other Radiologic Technologists or other employees covered by the CBA.
5. Any disputes concerning the interpretation and application of this Agreement may be referred to the grievance procedure set forth in the CBA.
6. The Effective Date of this Agreement shall be the date that it is fully executed by both parties.

NCAL APPENDIX R

REGISTERED DIETITIANS BENEFITS BY DESIGN

A. **Benefits Provided.**

The Employer agrees to provide the benefits currently defined as “Benefits by Design”, a flexible benefits program that includes options in the following areas: Medical Plan, Dental Plan, Life Insurance, Disability Income, Spending Accounts.

B. **Eligibility.**

Benefits by Design is offered to all regularly scheduled Employees that work 20 or more hours per week. Coverage becomes effective the first (1st) day of the month after 90 days of employment and can cover the Employee, their spouse or domestic partner and unmarried dependent children up to 25 years of age. Employees may change options during the annual flex open enrollment period. If no changes are made, the same options will remain in effect for the rest of the year until they make a change. To continue participation in the spending accounts, Employees must make an annual election.

C. **Benefits by Design Credits.**

- i.) Eligible Employees shall receive a specific amount of Benefits by Design credits to purchase benefits. Employees regularly scheduled to work 32 or more hours per week will receive enough flex credits to purchase the following benefits:
 - a.) Kaiser Foundation Health Plan (KFHP) Mid Plan with Supplemental Medical for the Employee and eligible dependents.
 - b.) Basic Dental Plan for the Employee and eligible dependents.
 - c.) Long Term Disability coverage for the Employee at the 50% level.
 - d.) Life Insurance coverage for the Employee up to one times the Employee’s annual salary up to maximum of \$50,000.
- ii.) Employees regularly scheduled to work 25 to 31 hours per week will receive benefits funding at 80%. Employees regularly scheduled to work 20 to 24 hours per week will receive benefits funding at 60%.
- iii.) Employees may elect benefit options that exceed the Benefits by Design credit he/she may receive. The additional benefit coverage will be funded by pretax or after tax out-of pocket payroll deduction expenses. Employees may also elect benefit options that are less than the Benefits by Design credit received. The unused portion of the credit will be additional income on the Employee’s paycheck.

D. **90-Day Plan.**

- i.) The Employer agrees that a new Employee will be provided with the 90-day Plan beginning the 1st of the month following their hire date. The 90-day Plan provides:
 - a.) KFHP Mid Plan with Supplemental Medical for the Employee and eligible dependents.
 - b.) Life insurance coverage for the Employee, equal to one times the Employee's annual salary to a maximum of \$50,000.
- ii.) The Employer will provide full funding for the 90-Day Plan for Employees scheduled to work 32 or more hours per week. Employees scheduled to work less than 32 hours per week will pay a premium for the KFHP Mid Plan.

E. **Health Insurance.**

Employees may elect from four Medical Plan Options: KFHP-Low Plan, KFHP-Mid Plan, KFHP-High Plan, and Preferred Provider Option. Enrollment in the Mid or High plan results in automatic enrollment in Supplemental Medical Coverage. The plans cover many of the same services, however the costs and coverage levels vary. Employees may elect to waive medical coverage, after providing proof of other medical coverage.

F. **Supplemental Health Coverage.**

Supplemental Health Coverage reimburses the Employee for certain eligible health care services not covered, or that exceeds the limits under the Kaiser Foundation Health Plan. Employees and eligible dependents are covered up to a \$1,000,000 lifetime maximum. In most cases, the plan pays 80% of reasonable and customary expenses.

G. **Dental Plan.**

The Benefits by Design program offers a choice of two Delta Dental plans, Basic and Comprehensive Plans. The plans cover many of the same services. However, the costs and coverage levels vary. To receive full benefits, an Employee or dependent must visit a participating Delta dentist. The majority of California dentists participate in the Delta Dental plan. Employees may elect to waive dental coverage.

H. **Life Insurance.**

The Employer agrees to offer Life Insurance coverage as defined in the Benefits by Design program.

i.) **Employee Life Insurance.**

- a.) Employees may use their Benefits by Design credits to purchase Life Insurance at the following levels:

\$10,000-\$50,000 (in \$10,000 increments)
\$100,000-\$750,000 (in \$50,000 increments)

- b.) Employees may purchase up to \$100,000 of Employee life insurance when first eligible without providing Evidence of Insurability (EOI). Life insurance coverage may be increased to the next higher level in future open enrollment periods, without providing EOI. Employees may waive life insurance coverage. If coverage is waived when the Employee is first eligible, and he/she at a later time wishes to purchase coverage, an EOI will be required for any level over \$10,000 of Employee Life Insurance.

ii.) **Dependent Life Insurance.**

- a.) Employees have the option to also purchase dependent life insurance coverage at the levels listed below. Benefits by Design credits may not be used to purchase this insurance. If dependent life insurance coverage is elected, the contribution for this coverage will be deducted from the Employee's paycheck on an after-tax basis.

Spouse/Domestic Partner	Each Child
\$10,000	\$2,000
\$20,000	\$4,000
\$30,000	\$6,000
\$40,000	\$8,000
\$50,000	\$10,000

- b.) To purchase dependent life insurance, the Employee must have Employee life insurance of at least twice the amount of spouse or domestic partner coverage elected.
- c.) If an Employee waives dependent life insurance coverage when first eligible and elects it in future enrollments, the Employee will be required to provide EOI for his/her spouse or domestic partner. If an Employee wishes to increase his/her level of dependent life insurance in future years, EOI will also be required.

I. **Accidental Death and Dismemberment (AD&D) Insurance.**

Employees may use their Benefits by design credit to purchase Accidental Death and Dismemberment (AD&D) insurance at the following levels. Benefits by

Design credits may not be used to purchase Dependent Accidental Death and Dismemberment Insurance. If dependent life AD&D coverage is elected, the contribution for this coverage will be deducted from the Employee's paycheck on an after-tax basis. The Employee may enroll his/her dependents in AD&D coverage only if the Employee first elects coverage for him/herself. Spousal or domestic partner coverage is automatically 50% of the Employee's AD&D and coverage for each child is automatically 10%. Coverage may be elected at the following levels:

Employee Only	Spouse/Domestic Partner	Each Child
\$10,000	\$5,000	\$1,000
\$20,000	\$10,000	\$2,000
\$30,000	\$15,000	\$3,000
\$40,000	\$20,000	\$4,000
\$50,000	\$25,000	\$5,000
\$100,000	\$50,000	\$10,000
\$150,000	\$75,000	\$15,000
\$200,000	\$100,000	\$20,000
\$250,000	\$125,000	\$25,000
\$300,000	\$150,000	\$30,000
\$350,000	\$175,000	\$35,000

J. **Travel Accident Insurance.**

This is an Employer-paid benefit outside of Benefits by Design. You are automatically enrolled if you are scheduled to work 20 or more hours per week. Coverage becomes effective on your date of hire. A benefit of four times your annual salary (or a minimum of \$100,000.00 whatever is greater, up to a maximum of \$250,000.00) will be paid to your beneficiary in the event your death is the result of a travel accident while on company business.

K. **Disability Income.**

The Employer shall provide income replacement in the event of an Employee's disability, serious illness, or injury as described below in paragraphs (i) and (ii).

i.) **Short-Term Disability.**

Short-Term Disability (STD) is a company-paid disability plan provided outside of Benefits by Design and becomes effective the first day of the month after 90 days of employment. Benefits are payable after the Employee depletes all hours in his/her Extended Sick leave (ESL) Bank, and any Paid Time Off (PTO) Bank. This plan provides 50% of the base salary, or up to 60% if combined with other disability income, such as State Disability Insurance or Workers' Compensation. Benefits may be paid up to a maximum of six months from the date of disability with continued physician certification.

ii.) **Long-Term Disability.**

- a.) The Benefits by Design flexible benefits program also offers Long Term Disability (LTD) coverage. Employees have the option to purchase LTD at the following income replacement levels: 50% base salary (60% percent when integrated with other disability income); 60% base salary.
- b.) Benefits are payable upon approval from MetLife after six months of disability after an Employee exhausts all hours in his/her ESL Bank, and STD, and any PTO hours the Employee immediately elects to use prior to commencing a Medical or Industrial Leave, whichever is later. Benefits may be paid up to age 65 with continued physician certification. There is a pre-existing condition clause under LTD that excludes disability coverage during the first 12 months of coverage for a disability resulting from a condition that is treated within three months prior to coverage becoming effective.
- c.) Employees have the option to waive LTD coverage. If coverage is waived when first eligible and desired at a later time, Evidence of Insurability (EOI) will be required.

L. **Spending Account Options.**

The Benefits by Design flexible benefits program offers a choice of two spending accounts that allows Employees to set aside tax-free dollars to pay for certain expenses. Certain IRS restrictions govern these accounts.

M. **Dependent Care Spending Account.**

The Dependent Care Spending Account allows an Employee to contribute up to \$5,000 tax-free on an annual basis to pay for eligible dependent care expenses. Examples of such expenses include care at a licensed daycare center, or practical nursing care for an adult. An Employee may enroll during the annual open enrollment period held in October of each year. Participation and deposits to the Employee's account will begin January of the following year.

N. **Health Care Spending Account.**

The Health Care Spending Account allows an Employee to contribute up to \$3,000 tax-free on an annual basis to pay for eligible health care expenses for themselves and/or their dependents. Examples of such expenses include deductibles and co-payments for medical and dental services, or expenses exceeding your medical and dental plans' limits. The Employee may enroll during the annual open enrollment period held in October of each year. Participation and deposits to the Employee's account will begin January of the following year.

O. **Limited Part-Time Employee's Coverage.**

Limited Part-Time Employees as defined in Article X, Section 2A whose regular pre-determined work schedule is at least eight (8) hours per week may purchase

at their own expense through a payroll deduction plan the same Kaiser Foundation Health Plan coverage available to regular Employees under this Agreement provided that a minimum of 75% of all eligible Limited Part-Time Employees in the Region elect to purchase and continue to purchase such Health Plan coverage. Coverage will be offered on the Health Plan's three-rate structure. At any time participation falls below seventy-five percent (75%) of the group of eligible Employees such coverage shall be discontinued. There shall be an annual enrollment period during which these eligible Limited Part-Time Employees may elect to purchase the coverage.

P. **Complete Details on Benefits.**

This Agreement contains only a summary of benefit plans. Complete details concerning these benefits are contained in the appropriate provider contracts, plan documents or summary plan descriptions. Summary plan descriptions shall be provided by the Employer to the Employee upon request. Terms and definitions of the Health and Welfare Plans are contained in and governed by the respective Plan Documents.

NCAL APPENDIX S

REGISTERED DIETITIANS CLINICAL LADDER

Introduction.

A regional group composed of Registered Dietitians (selected by UHW) and KP Management Representative (selected by the Employer) convened following ratification of the 2003 contract to develop guidelines for implementation of the RD III clinical classification program. The RD III program was designed within twelve (12) months of contract ratification.

Registered Dietitian III.

Registered Dietitian clinical expert who has met the criteria as defined in the Registered Dietitian Clinical Ladder guidelines.

SECTION A – DEFINITIONS.

The development of a RD Clinical Ladder recognizes the Registered Dietitian III as a health care clinical expert who demonstrates increasing levels of excellence through clinical practice, teaching ability and leadership.

The purpose of the RD III role is to encourage Registered Dietitians to utilize and model clinical expertise, leadership abilities and successful health care practices by participation in research, education, publication and/or community involvement.

Time requirements listed within the following RD III Classification sections are intended to mean that time period immediately preceding the relevant application deadline.

SECTION B – CRITERIA FOR CANDIDACY.

Minimum Qualifications for RD III shall include:

- A. Current RD registration with the Commission on Dietetic Registration (CDR).
- B. Five (5) years experience as a Registered Dietitian, and is classified as a RD II as defined in contract.
- C. Work in the area of clinical specialty (i.e. area of expertise) for the Employer, and average a minimum of twenty (20) hours per week over the last two years at time of application. The 20-hour requirement pertains to the minimum number of hours per week a dietitian must work. It does not pertain to the hours worked in the specialty area.
- D. Current performance evaluation at the midpoint or above.

Registered Dietitians must be current with their CDR portfolio, or a professional development plan.

Hours Worked.

A Registered Dietitian hired into a twenty (20) hour position or more is exempt from any further calculation to determine paid or unpaid time away from work.

For any Registered Dietitian hired into a position of less than twenty (20) hours the following RD calculations apply:

Paid time is calculated by determining total paid hours for the twelve (12) months preceding the application deadline. This paid time is then divided by number of weeks, which is calculated by taking the fifty-two (52) weeks in a year minus approved leave of absence. Paid time divided by number of applicable weeks equals paid hours per week. This number must equal twenty (20) hours or more in order for a Registered Dietitian to meet the hours worked qualifications.

SECTION C – INITIAL APPLICATION PROCESS.

The applicant must:

Meet minimum qualifications as identified in Section C – Criteria for Candidacy.

Complete application portfolio:

1. RDIII application form
2. Performance evaluation within the last twelve (12) months, which indicates performance standards at the midpoint or above.
3. Two letters of recommendation within the last twelve (12) months.
 - a) Include evidence of your work as a care manager if that applies to you.
 - b) Letters should substantiate reasons why you are considered an expert in your stated area of clinical expertise (such as requests for your consultation, providing in-service education to other disciplines, etc.)
4. The CDR portfolio, the professional development plan, that was submitted to CDR. Progress on the plan will be discussed during the interview.
5. Application essay of no more than five pages demonstrating clinical expertise through case studies and/or clinical experiences.
6. Evidence of at least 3 professional contributions within the last twelve (12) months, unless otherwise specified. See list of acceptable activities below. Additional activities may be considered with unanimous advanced consent of the Regional RD III Selection Committee.

Submit application to the National Nutrition Services Office. Application deadlines are November 1, March 1 and July 1; beginning November 2003.

The primary manager of the RD III candidate will be sent a Verification Form and a copy of the candidate's application form (refer to Section K) from the Selection Committee to verify hours worked and clinical specialty.

Professional Contributions (initial application)

Identify the professional contribution with the item number listed below. For example, developing and presenting an in-service for physicians is number five (5). RDs working on activities toward the RD III Classification must receive prior approval from his/her manager if such activities occur during paid time.

1. On-going teaching activity, such as adjunct professor at an accredited school or assistant/clinical faculty position or lecturer in the field of food or nutrition science. This must be an ongoing activity during at least one semester or two quarters per year. Requires description of teaching activity, a copy of the outline of the current curriculum, syllabus, or lecture, and date(s) of classes taught.
2. Publication of article related to food and/or nutrition in peer reviewed journals with RD's name listed as author or co-author or publication in Registered Dietitian, health care, health care management /practices/policy textbook as a contributor, consultant, chapter writer or editor.
3. Demonstrate active participation in health care related research within the last three (3) years. Examples include:
 - a) Participation in research in the areas of medical nutrition therapy, nutrition education, RD or food/nutrition/health care management, or any areas concerning health promotion or health care practices, health policy or cultural competence in provision of health care. Active participation may include but is not limited to principal investigator, data collector or member of a research team.
 - b) Publication of research in peer reviewed journals with RD's name listed as author or co-author or publication in, Registered Dietitian, health care, health care management/practices/policy textbook as a contributor, consultant, chapter writer or editor.
4. Leadership position as a committee chair or serve as an active participant as a RD representative on local, regional or professional association committees spanning at least six (6) months per year. (Include meeting minutes, which show your attendance and contributions over at least a 6-month period. May be used as a maximum of 2 of the 3 professional contributions if on 2 different committees.) If participant, evidence of substantial contribution must be provided.

5. Active participation in an educational activity within the past twelve (12) months. Patient education materials should include Kaiser Permanente and or Thrive logo, and date created or revised. Not more than 2 of the 3 activities listed in this category may be used. Examples include:
 - a) Develop and present in-service education for healthcare professionals (physicians, staff, or students). In-service learning objectives and supporting material must be approved by the manager to qualify. (Submit learning objectives/materials in packet and your manager's approval for your presentation.)
 - b) Develop and present a patient, employee, and/or community education program. For example, he/she may coordinate a health fair or develop materials for a part of the health fair. (Must be nutrition-related and have manager's pre-approval. For presentations in the community the candidate must present as a Kaiser RD)
 - c) Publish a continuing education article for RDs,/health care staff or a health education article for the general public.
6. Active participation in department, facility and/or regional quality activities which must be of an ongoing nature with participation occurring over at least six (6) months per year. Examples include:
 - a) Identify, share or implement successful clinical or professional practices.
 - b) Active involvement in quality committees/forums including but not limited to local safety committee, patient safety/error reporting, patient improvement projects. (Include meeting minutes which show your attendance and contributions over at least 6 months.
7. Active participation in health related community activities occurring over at least six (6) months per year (alternate time frame may be considered with approval of RD III Committee) included but not limited to the categories listed below:
 - a) Legislative/governmental participation.
 - b) Volunteer work in clinic, schools, or community organizations.
8. Lead/Coordinator and/or active participant of manager approved project design work and/or project implementation
9. Within the past two years, develop or substantially revise, individually or as a part of a team: core competencies, protocols, curriculum, resource materials (i.e. patient education materials), policies and procedures or at least one written

standard of nutrition care. (Provide a detailed description of your part in the development or revision. Provide educational materials that you have developed or revised. Do not include education materials that do not represent your work or input. A Curriculum is the Instructor's outline and the dialog of the instructor; it includes a list of the educational materials that are used and the time allotment for each part of the class.)

10. With in the past two (2) years, make contributions to development of the RD profession by being a RD primary mentor to dietetic interns for at least one entire rotation or coordinator of the intern's rotations and signer of completed forms. Opportunities for mentoring shall be granted by seniority, a maximum of two (2) internships may be used.
11. Practice as a RD in a clinical specialty field that requires unique knowledge and/or training and is the point of contact who coordinates specialized MNT in a multidisciplinary setting. (Applies to RD's who are working as a care coordinator, recognizing increased level of responsibility for coordinating care with other disciplines and following the majority of patients for a minimum of 3 months.) Examples include NICU, home infusion, genetics and diabetes.
12. Possess a health-related doctoral degree.

SECTION D – MAINTENANCE OF RD III DESIGNATION AND RENEWAL PROCESS.

Each appointment as RD III shall be made for three (3) years. Reappointment requires continued evidence that the RD Clinical Expert, also known as RD III, functions in the clinical setting as an exemplary clinical practitioner, teacher and leader among peers. To maintain the RD III designation, a RD III will be expected to submit for review by the Regional Selection Committee a renewal packet that will demonstrate the following:

1. Current RD registration with the Commission on Dietetic Registration (CDR).
2. Continued work in the area of clinical specialty for the Employer since the last appointment as RD III.
3. Average a minimum of twenty (20) hours/week over the last two years at time of application. The 20 hour requirement pertains to the minimum number of hours/week a dietitian must work to maintain the RDIII. It does not pertain to the hours worked in the specialty area. The entire 20 hours does not need to be spent in the area of clinical specialty. The candidate's manager will be consulted to confirm hours, work duties, etc prior to the candidate being approved. (Note: Your clinical specialty is demonstrated through your professional contributions and daily job duties and is substantiated by colleagues or managers in their letters of recommendation.)
4. Current performance evaluation at the midpoint or above.

5. Registered Dietitians must be current with their CDR portfolio, a professional development plan.

Hours Worked.

A Registered Dietitian hired into a twenty (20) hour position or more is exempt from any further calculation to determine paid or unpaid time away from work.

For any Registered Dietitian hired into a position of less than twenty (20) hours the following RD calculations apply:

Paid time is calculated by determining total paid hours for the year. This paid time is then divided by number of weeks, which is calculated by taking the fifty-two (52) weeks in a year minus approved leave of absence. Paid time divided by number of applicable weeks equals paid hours per week. This number must equal twenty (20) hours or more in order for a Registered Dietitian to meet the hours worked qualifications.

At least three (3) professional contributions within twelve (12) months preceding application deadline, unless stated otherwise. For the renewal process, specified activities count as two (2) activities. See list of acceptable activities below. Additional activities may be considered with the unanimous consent of the RD III Regional Selection Committee.

Professional Contributions.

RDs working on activities toward the RD III Classification must receive prior approval from his/her manager if such activities occur during paid time.

The following activities count as two (2) activities for the renewal process:

1. On-going teaching activity, such as adjunct professor at an accredited school or assistant/clinical faculty position or lecturer in the field of food or nutrition science. This must be an ongoing activity during at least one semester or two quarters per year.
2. Publication of article related to food and/or nutrition in peer reviewed journals with RD's name listed as author or co-author or publication in Registered Dietitian, health care, health care management /practices/policy textbook as a contributor, consultant, chapter writer or editor.
3. Demonstrate active participation in health care related research within the last three (3) years. Examples include:
 - a) Participation in research in the areas of medical nutrition therapy, nutrition education, RD or food/nutrition/health care management, or any areas concerning health promotion or health care practices, health policy or cultural competence in provision of health care. Active participation may

include but is not limited to principal investigator, data collector or member of a research team.

- b) Publication of research in peer reviewed journals with RD's name listed as author or co-author or publication in, Registered Dietitian, health care, health care management/practices/policy textbook as a contributor, consultant, chapter writer or editor.
4. Leadership position as a committee chair or board-member as a RD representative on local, regional or professional association committees spanning at least six (6) months per year. (Include meeting minutes or a letter from committee chair verifying attendance and contributions over at least a 6 month period within the past year.)

The following activities count as one (1) activity for the renewal process:

- 1. Serve as an active participant as a RD representative on local, regional or professional association committees spanning at least six (6) months per year. (Include meeting minutes or a letter from committee chair verifying attendance and contributions over at least a 6 month period within the past year. Participation on 2 different committees may be used.)
- 2. Active participation in an educational activity within the past 12 months. Patient education materials should include Kaiser Permanente and or Thrive logo, and date created or revised. A maximum of 2 of 3 activities in this category may be used. Examples include:
 - a) Develop and present in-service education for healthcare professionals, physicians, staff, or students. In-service learning objectives and supporting material must be approved by the Employer to qualify. (Submit learning objectives/materials and your manager's approval for your presentation.)
 - b) Develop and present a patient, employee, and/or community education program. For example, he/she may coordinate a health fair or develop materials for a part of the health fair. (Must be nutrition-related and have manager's pre-approval. For community presentations the RD will present as a Kaiser RD Employee.)
 - c) Publish a continuing education article for RDs/health care staff or health education article for the general public.

3. Within the past three (3) years, and for a minimum of at least 1 year, active participation in department, facility and/or regional quality activities which must be of an ongoing nature with participation occurring over at least six (6) months per year. Examples include:
 - a) Identify, share or implement successful clinical or professional practices.
 - b) Active involvement in quality committees/forums including but not limited to local safety committee, patient safety/error reporting, patient improvement projects. (Include meeting minutes which verify attendance and contributions over at least a 6 month period within the past year.)
4. Active participation in health related community activities occurring over at least six (6) months per year (alternate time frame may be considered with approval of RD III Committee) included but not limited to the categories listed below:
 - a) Legislative/governmental participation.
 - b) Volunteer work in clinic, schools, or community organizations.
5. Lead/Coordinator and/or active participant of Employer approved project design work and/or project implementation over the past 3 years.
6. Within the past 3 years, be an active or lead member of an implementation team in the development of substantial revision of the following: core competencies; protocols; curriculum; resource materials (i.e. patient education materials), policy and procedures, or at least one written standard of nutrition care. Provide a detailed description of your part in the development or revision. Provide educational materials that you have developed or revised. Do not include education materials that do not represent your work or input.
7. Make contributions to development of the RD profession by being a RD primary mentor to dietetic interns for at least one entire clinical internship or coordinator of the intern's rotations and signer of completed forms. Opportunities for mentoring shall be granted by seniority. A maximum of 2 internships may be used.
8. Practice as a RD in a clinical specialty field that requires unique knowledge and/or training and is the point of contact who coordinates specialized MNT in a multidisciplinary setting. Examples include NICU, home infusion, genetics, diabetes, and continuum of care RD. This applies to RDs who are working as a care coordinator, and recognizes increased level of responsibility for coordinating care with other disciplines and following majority of patients throughout care for 3 months ongoing.
9. Possess a health-related doctoral degree.

SECTION E – REGIONAL SELECTION COMMITTEES.

Composition: Co-Chairs: 1 labor partner dietitian and 1 management representative.

1. Three (3) RDs (one shall be co-chair) selected by the union. Labor Committee RDs should represent both in-patient and out-patient areas of practice.
2. Three (3) management representatives on the committee (one shall be co-chair) are volunteers. Members must have experience in managing or working closely with Registered Dietitians on a daily basis.
3. National Nutrition Services Director role: Sponsor committee, provide administrative support, non-voting member.
4. Member length of service: 3 years, there will be staggered replacement (see chart)
5. Each member will serve as a regular member the first year, co-chair elect the second year, and co-chair the third and last year.
6. Reassignment: Members who have served a 3-year term on the committee should not be reassigned to the committee until 2 years have passed.
7. Alternate: A substitute in the same category may be used as needed. Either the applicant or the committee may request an alternate if there is a direct line relationship between the applicant and a committee member or a vacancy on the committee.
8. A content expert may be called if the committee has limited knowledge of the applicant's specialty area. This person is not a voting member.
9. The committee should strive to make decisions by consensus. However, if consensus cannot be reached, the decision can be made by a majority vote. If the committee is unable to reach a decision through either method, the application will be considered denied. The applicant will have the right to appeal.

10. Transition Plan:

	2006	2007	2008	2009
Dietitian Labor Partner 1	Current co-chair	Co-chair becomes regular member.	New member, Regular member	Co-chair elect
Dietitian Labor Partner 2	Current member, last year	New member	Co-chair elect	Co-Chair
Dietitian Labor Partner 3	Current member, co-chair elect	Co-chair	Co-chair becomes regular member	New member
Management 1	Current member	Current member continues	New member, co-chair elect	Co-chair
Management 2	Current member, co-chair elect	Current member, Co-chair	New member	Co-chair elect
Management 3	New member, Regional Health Ed rep	Co-chair elect	Co-chair	New member
National Nutrition	National Nutrition Services Director, co-chair	National Nutrition Services Director, sponsor	National Nutr. Services Director, sponsor	National Nutr. Services Director, sponsor

SECTION F – APPEAL PROCESS.

Any applicant denied the Clinical Expert designation may appeal the decision of the Regional Selection Committee (RSC) as follows:

1. A written appeal, clearly stating the basis for the appeal, must be submitted to the Regional Selection Committee that made the original decision no later than thirty (30) days after notification of denial. The appeal shall not contain any application information that was not submitted with the original application as a justification for the appeal.
2. The Regional Selection Committee shall review the appeal and either accept the application or deny the appeal, providing a written explanation of the reasons for the denial. If the appeal is denied, the Registered Dietitian may appeal that decision to the Regional Appeals Committee no later than thirty (30) days after denial of the appeal by the Regional Selection Committee.

3. The Regional Appeals Committee shall be composed of six (6) members, 3 elected labor RDs and 3 representatives of management, using the same guidelines as for the Selection Committee. There will be no set guidelines for length of service. The committee will meet as the need arises
4. The Regional Appeals Committee's review shall be limited to a consideration of the same appeal presented to the Regional Selection Committee. In addition, the Regional Appeals Committee may review the Registered Dietitian's original application materials and the Regional Selection Committee's decision, including its reasons for the denial.
5. The Regional Appeals Committee may overturn the decision of the Regional Selection Committee only when there is clear and convincing evidence of procedural error or bias that affected the decision to deny movement up the clinical ladder.
6. If the decision of the Regional Selection Committee is reversed by the Regional Appeals Committee, the increase in pay will be retroactive to the application deadline.

The decision of the Regional Appeals Committee is final and binding and shall not be subject to the provisions of Article XXVII of the Collective Bargaining Agreement.

SECTION G – TRANSFERS.

RD IIIs who transfer within the same facility or to another facility in the same area of clinical specialty (i.e. area of expertise) will retain their status. RD IIIs who voluntarily transfer to a different area of clinical specialty within the same facility or another facility will not retain their RD III status and their effective date back to RD II shall be the date of transfer.

SECTION H – COMPENSATION.

The compensation level for the RD III classification shall be as per the RD III wage scale, effective the date of the application deadline preceding approval. Employees approved for RD III while on unpaid leave of absence shall receive their new rate effective the first pay period upon their return.

NCAL APPENDIX T

REGISTERED DIETITIANS HOLIDAYS

For Registered Dietitians who have completed their probationary period, the following days shall be recognized as holidays:

Christmas Day
Independence Day
Labor Day
Memorial Day
New Year's Day
President's Day
Thanksgiving Day

NCAL APPENDIX U

REGISTERED DIETITIANS OTHER APPLICABLE PROVISIONS

A. **TIME FLEXIBILITY.**

Flexible scheduling in daily work hours is available, not to exceed normal scheduled work hours, based on manager's discretion and operational needs being met.

B. **MENTORING OF INTERNS.**

Intern mentoring supports the development of registered dietitians who are potential candidates for hire by the Employer. RD staff workload may need to be adjusted to meet operational needs during intern mentoring. RD staff is encouraged to work as a team to facilitate the process of workload distribution.

C. **MEALS.**

1. **Current Practice.**

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

2. **Outpatient Dietitians.**

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

D. **TENURE STEP PROGRESSION PROVISIONS.**

Credit for outside experience is granted to future hires for placement on the wage scale on the basis of one year of outside relevant experience as a Registered Dietitian in an acute care or clinic setting equals one-half ($\frac{1}{2}$) year of credit up to Step 3.

The relevance of the experience referred to above is determined by the Employer, subject to the grievance procedure in the event of a disagreement.

E. **EDUCATION RELATED EXPENSES.**

1. **Regular Full-Time Employees.**

Full-time Employees may use up to 16 hours, (40%) of earned educational leave per calendar year towards educational related expenses, and up to 16 hours of such unused education leave may be carried over from one calendar year to the next, with a maximum accumulation of such hours at any time of 32 hours for Fulltime Regular Employees. however, such education related expenses may not be carried over from year to year.

2. **Regular Part-Time Employees.**
Regular Part-Time Employees will accrue paid educational leave on a prorated basis up to a maximum of one hundred sixty (160) hours and may also use the prorated equivalent (40%) of their annual accrued paid educational leave per year for educational related expenses. Such hours for Regular Part-Time Employees may be carried over from one calendar year to the next, with a maximum accumulation of such hours of two times the prorated equivalent.

F. **16-HOUR EDUCATION LEAVE CASH OUT PROVISION.**

1. **Agreement Statement.**
This process is developed specifically for Registered Dietitians, as part of the Collective Bargaining agreement reached with UHW on January 29, 2003. The agreement states that for Registered Dietitians, sixteen (16) hours of earned Education leave for regular Employees per year may be used for educational related expenses. The sixteen (16) hours is part of (not an additional sixteen (16) hours to their accrued Education Leave) the Employee's annual Education Leave accrual.

2. **Eligibility.**
All regular full-time and part-time Registered Dietitians are eligible for the reimbursement.

Employees must have at least 16.0 hours available in their Education Leave bank.

They may cash out up to 16 hours per calendar year.

3. **Eligibility Criteria.**
Any educational related course/activity is eligible for reimbursement.

4. **Reimbursement of Expenses.**
A maximum of 16 hours are eligible for pay-out each calendar year (no carry-overs).

The reimbursement amount is based on the Employee's hourly rate and available Education Leave hours. The purpose of the education leave cash-out is to support continuing education and professional self-development.

5. **Reimbursement for Pay-Outs Covers.**
 - Professional organization membership dues, i.e., CDR, ADA/CDA membership

- Professional organization Practice Group fees, i.e., Clinical Nutrition, Diabetes, Pediatrics
- Professional organization certification fees, i.e., CNSD, CDE, CSP (refer to Appendix B for complete listing)
- Continuing professional education or professional development seminar/conference fees
- Course tuition
- Advancement test in lieu of course
- Travel expenses, i.e., airfare, mileage reimbursement when using own vehicle, auto rental fees, gas for rental vehicle, parking fees, taxi fares, hotel accommodations, etc.
- Meals while attending conferences, workshops or seminars
- Professional publications (no lay publications)
- Self-study materials, software, computer programs (pre-approval by manager required.)

6. **Application and Reimbursement Process.**

Employee should inform and provide information to the manager in advance, about the educational activity / course that they plan to attend, and state that they are requesting reimbursement of expenses as provided by the 32 hour Education Leave cash-out Provision of the Agreement. Managers should check their TOPS report (Time Off Benefit Balances Report) to ensure that the Employee has the Education Leave hours available.

Upon completion of the educational activity, the Employee should provide a copy of the applicable expenses incurred.

Manager should confirm the Employee's hourly rate.

Managers should complete a Request for Payment (form #00287) for the appropriate amount with a copy of the receipts / documentation and submit to Accounts Payable for payment

On the Request for Payment form, the Manager should convert the hourly rate into \$'s to cover the cost of the expenses or payment amount. (See examples in item I).

Hours not used each year cannot be carried over. Managers should track Employees 16 hour Cash out Provision hours, each time the Employee requests reimbursement via this provision. The Request for Payment form should be sent to Accounts Payable for payment directly to the Employee to reimburse them for the education activity.

Managers should also complete the “Registered Dietitian’s TOP’s Adjustment Form”, and send via e-mail to PS Accruals Team, or fax form to the HR Service Center to deduct the hours requested for cash-out from the Employee’s Education Leave bank hours requested for cash-out from the Employees Education Leave bank. See example below:

Example:

- Sally Jones is an RD II, S4 who earns \$30.38 per hour.
- Under this provision, she may be reimbursed up to \$486 per calendar year
- Sally attends a course that costs \$275.
- The \$275 equates to 9 hours pay.
- The \$275 is the amount to be submitted on the Request for Payment Form.
- 9 hours should be entered on the Time off Pay (TOP’s) Adjustment Form.
- The remaining hours that can be paid out to Sally this calendar year is 7 hours.
- If Sally does not cash out the remaining 7 hours this year, she cannot apply the 7 hours to the 16.0 Education leave cash-out for next year.
- These hours will remain in her Educational Leave bank.

<i>Sally’s hourly rate</i>	<i>\$35.80</i>
<i>Possible calendar year reimbursement</i>	<i>\$35.80 x 32 hours = \$1145.60</i>
<i>Sally’s expenses for this course</i>	<i>\$275.00 ÷ 35.80 = 8 hours</i>
<i>Request for Refund amount to enter</i>	<i>\$275.00</i>
<i>TOP’s form hours to enter</i>	<i>8 hours</i>
<i>Remaining hours/amount for cash out</i>	
<i>24 hours @\$35.80 = \$859.20</i>	

NCAL APPENDIX V

REGISTERED DIETITIANS PAID TIME OFF (PTO) PROGRAM

A. **PTO Annual Bank and PTO Rollover Bank.**

All PTO hours accrued but not taken will remain in the PTO Annual Bank and will be available for use during the accrual year. Any PTO hours remaining unused at the end of the accrual year will be placed in the PTO Rollover Bank. The maximum combined accrual in the PTO Annual and Rollover Banks is 500 hours. No further accumulation of PTO hours will occur until such time as the Employees use their accumulated PTO hours.

B. **Holidays During PTO.**

If a designated holiday occurs during an Employee's scheduled PTO period, that day shall not be charged against accrued Paid Time Off.

C. **PTO In-Service Cash Out.**

i.) On an annual basis during the last quarter of each year, Employees may make an irrevocable election to cash out PTO hours that they will accrue in the subsequent calendar year during a designated election period. Employees will be able to cash out PTO hours in 40-hour increments up to 160 hours provided their election does not exceed their expected annual accrual based on their PTO service date and scheduled hours as of January 1st following the election period. The amount an Employee can elect to cash out may vary from year to year.

ii.) During the designated election period, Employees will specify the pay period(s) in which to receive the cash out(s) and the number of 40-hour increments to be cashed out based on their expected annual accrual in the upcoming year. It may take up to fourteen (14) days following the specified pay period to process the actual cash out.

iii.) In order to receive a cash out, Employees must have the PTO hours available in their Annual bank at the time of the specified pay period. If at the time of the cash out there are insufficient PTO hours available in the Annual Accrual Bank to cover the 40-hour increment(s), Employees will receive the balance contained in their Annual Accrual Bank. If there are no hours available in their Annual Accrual Bank, there will be no cash out for that specified pay period.

D. **Payment of Unused PTO Hours at Retirement or Termination.**

The combined balance of Employees' PTO Annual and PTO Rollover Banks will be paid upon retirement or termination.

- E. **Financial Hardship Payment from the PTO Banks.**
Employees are eligible to request financial hardship payouts from their PTO Banks in accordance with the Employer's financial hardship policy.
- F. **Extended Sick Leave.**
- i.) Extended Sick Leave (ESL) hours are to be used for illnesses or injuries which prevent Employees from working for longer than seven continuous calendar days. Employees may use their ESL on the 1st day of hospitalization. Hospitalization is defined as an inpatient or outpatient surgical procedure whereby the physician has prescribed time off in excess of one day for recovery. Employees may use ESL hours without an approval for State Disability Insurance (SDI) or Workers' Compensation benefits. If Employees are eligible for SDI or Workers' Compensation benefits, payments will be integrated with ESL/PTO.
 - ii.) Regular full-time Employees accrue four (4) hours of ESL per month, or six (6) days per year in their ESL Bank. ESL for regular part-time Employees will be prorated based on scheduled hours. There is no limit on the number of ESL hours that can be accumulated.
- G. **Holidays During ESL.**
If a designated holiday occurs while an Employee is on ESL, that day shall not be charged against accrued ESL.
- H. **Unused ESL Hours at Retirement or Termination.**
Upon retirement or termination for any reason, Employees will not be paid for any unused hours remaining in their ESL Bank. However, Employees with a balance of two hundred and fifty hours (250) or more ESL hours at the time of retirement or termination will receive Credited Service under the Kaiser Permanente Retirement Plan equal to the number of hours remaining in their ESL Bank.

NCAL APPENDIX W

REGISTERED DIETITIANS PENSION

A. Pension.

The retirement plan and post-retirement benefits shall be maintained in their entirety as they exist today for the Registered Dietitians, including the Grandfathering provisions that apply to the Registered Dietitians who receive pre-1986 post-retirement benefit levels. The Employer shall provide a Defined Benefit Pension Plan. The full cost of the Plan will be paid by the Employer. The pension formula shall be 1.5% of Final Average Monthly Compensation (FAMC) multiplied by all years of Credited service with no Social Security offset. Either party is permitted to open the Agreement regarding pension within 20-50 days following the conclusion of the Defined Contribution and Defined benefit subcommittee recommendations or discharge of the committee. If the Agreement is reopened to retain pension benefits, the Union retains the right to strike. Major benefit provisions of the plan are described below. A full description of the plan is contained in a separate summary plan description distributed to all Employees and a plan document is available for Employee inspection.

i.) Service.

Years of Service determines eligibility for Early Pension, Normal Pension, Postponed or a Deferred Vested Pension. Any calendar year in which an Employee receives pay for 1,000 or more hours of employment with the Kaiser Permanente Medical Care Program is a year of service.

ii.) Credited Service.

Credited Service is defined as a year in which the participant has 2,000 or more compensated hours. Credited service is prorated if there are less than 2,000 compensated hours in a calendar year. FAMC is defined as the averaged highest sixty (60) consecutive months of compensation earned over the last one hundred twenty months (120) of employment.

iii.) Eligibility for and Amount of Benefits.

a.) Normal Retirement.

An Employee is entitled to a Normal Monthly Pension if he/she retires on his/her 65th birthday and has completed at least one (1) year of Service.

b.) Early Retirement.

An Employee is entitled to an Early Pension if he/she retires on his/her fifty-fifth (55th) birthday after completing fifteen (15) or more years of pension service, or when the sum of his/her age and years

of pension service total 75. The benefit will be reduced based on age to reflect the earlier commencement of benefits. The benefit is reduced an additional 5% for each year under age 55.

Amount of Early Pension.

<u>Age</u>	<u>Percentage</u>
64	97
63	94
62	91
61	88
60	85
59	80
58	75
57	70
56	65
55	60

c.) **Postponed Retirement.**

An Employee is entitled to a Postponed Pension if he/she retires after his/her 65th birthday and has completed at least 1 year of Service. The pension benefit is calculated using credited service and FAMC earned through your retirement date.

d.) **Deferred Vested Pension.**

An Employee is entitled to a Deferred Vested Pension if his/her employment terminates and he/she has completed five (5) or more years of service. The deferred vested Pension is computed in the same manner as Normal Pension, based on Credited Service and Final Average Compensation at termination of employment. Payments commence at age sixty-five (65), subject to filing a retirement application.

e.) **Survivor Annuity.**

An Employee who has attained five (5) or more years of service is entitled to survivor annuity coverage. If such an Employee dies prior to retirement, and is survived by a spouse or domestic partner, the spouse or domestic partner will receive monthly benefit equal to the amount that would have been payable if the Employee had retired the day before his/her death and elected the joint and survivor method of payment with 66-2/3% continuation to the survivor.

f.) **Manner of Payment.**

Pensions are paid monthly under a method of payment elected by the Employee. The Employee may elect a life annuity, a joint and survivor annuity, a guaranteed years of payment annuity, an

annuity which together with Social Security provides level payments before and after Social Security begins, or a single sum. If the method of payment is other than a life annuity, the amount of payment will be actuarially adjusted.

g.) **Reinstatement of Benefits.**

If an Employee terminates employment and is reemployed, all prior service and Credited Service is reinstated upon reemployment.

iv.) **Voluntary Employee Contributions.**

An Employee who is eligible to participate in the defined contribution plan(s) may provide for a supplementary retirement income financed by voluntary Employee contributions, and/or Employer contributions.

All Employees shall be eligible for the Kaiser Permanente Salary Deferral Retirement Plan (KPSDR), which allows tax-deferred contributions to a 401(k) type retirement plan. After completing two (2) years of service, during which the Employee is compensated for 1,000 hours, each year, the Employer contributes seven (7) percent of the Employee's base wage up to the Social Security wage, and ten (10) percent thereafter.

v.) **Health and Welfare Benefits for Retirees.**

a.) Regular Registered Dietitians hired prior to February 1, 1986 and who meet the eligibility requirements for Retirement under the defined benefit plan when they terminate employment are eligible to receive Employer paid medical coverage (KFHP High Plan), with optical under the Kaiser Foundation Health Plan, Inc., supplemental medical and comprehensive dental benefits, for themselves, their Spouse or Domestic Partner and eligible dependent children. The Preferred Provider Option (PPO) plan is also available. The PPO plan may require the retiree to pay a monthly premium for medical coverage. Medicare Part B premiums will be reimbursed for the retiree and any eligible dependents (i.e. Spouse, or Domestic Partner) enrolled in Part B. Tapered Life insurance for the retiree is also provided. Retiree benefits will begin the first of the month following Retirement. The retiree, spouse, domestic partner or any other eligible dependents must enroll in Medicare Parts A and B when first eligible to continue receiving benefits. Those who choose KFHP must also enroll in Sr. Advantage.

b.) Regular Registered Dietitians hired on or after February 1, 1986, who are 55 or older and have at least 15 years of pension service, and meet the eligibility requirements for Retirement under the defined benefit plan when they terminate employment, are eligible to receive Employer paid medical coverage at age 65 under the

Kaiser Foundation Health Plan, Inc., without optical benefits for themselves and their eligible dependents (i.e., Spouse or Domestic Partner and dependent children). The Preferred Provider Option (PPO) plan is also available. The PPO plan may require the retiree to pay a monthly premium for medical coverage. The Registered Dietitian and spouse or domestic partner or any other eligible dependents must enroll in Medicare Parts A and B when first eligible and assign Medicare benefits to Kaiser Foundation Health Plan, Inc. in order to be eligible for Health Care coverage. Those who choose KFHP must enroll in Sr. Advantage. Benefits will begin the first of the month following the later of receipt of the retiree's Medicare card or the effective date of the retiree's Medicare coverage.

- c.) Retiree medical coverage is extended to the retiree's spouse or eligible domestic partner and eligible dependent children. Physically or mentally disabled children are covered regardless of age, provided such disability occurred prior to the dependent child turning age 25. The retiree may need to provide annual certification of the disability and dependence. Upon the death of the retiree, coverage continues for the surviving spouse until remarriage or death, for the eligible domestic partner until marriage, reentering a domestic partnership or death, and for surviving dependent children until they no longer meet the eligibility requirements.
- d.) Any future reductions in Medicare covered services or Medicare reimbursements that result in Medicare's share dropping below 50% of the normal Kaiser Foundation Health Plan, Inc. premium will require a co-payment from the retiree. The monthly co-payment will be the amount of money that when combined with Medicare's reimbursement will equal 50% of the normal Kaiser Foundation Health Plan, Inc. premium.
- e.) Coverage, limitations and exclusions of the foregoing Health and Welfare Plans are established and governed by the Employer's service Agreements with the respective providers, insurance carriers, Plan Documents and Summary Plan Descriptions.

NCAL APPENDIX X

SERVICE PERFORMANCE PAY PROGRAM PILOT PROJECT

Lump sum service performance payments will be made as follows to eligible Employees based on service performance as rated by the Kaiser Permanente Health Plan Membership for each year of the Agreement.

Measurement Year		
Performance Targets	Points Improvement	Payout Percentage
Threshold	2	1.5%
Target	3	2.0%
Stretch	4	2.5%

A. **Performance Measurement.**

The measurement instrument shall be the Kaiser Permanente Member and Patient Surveys to the following questions:

Thinking of your experiences in the past 12 months, how would you rate Kaiser Permanente on providing you with:

- Personal and responsive service
- Convenient and easy access

The percent of “very good” and “excellent” response ratings to these questions shall determine the year-end score for the measurement year. Points of improvement shall be determined by subtracting the prior year’s year-end score from the measurement year’s year-end score.

The percent of “very good” and “excellent” response ratings to these questions shall determine the year-end score for the measurement year. Points of improvement shall be determined by subtracting the prior year’s year-end score from the measurement year’s year-end score.

B. **Payment Formula.**

Eligible Employees shall receive the percentage payout in accordance with the above schedule based upon the regional points of improvement. To determine the lump-sum payment, the payout percentage shall be multiplied by the Employee’s total wage compensation for the measurement year(s).

C. **Eligible Employee.**

An eligible Employee is an Employee on the Kaiser Permanente payroll on March 1 following the measurement year and who has completed 300 hours of work in the measurement year.

D. **Payment Date.**

The first pay period after April 1 following the measurement year.

E. **Kaiser Permanente Member and Patient Surveys.**

The Employer reserves the right to modify, add or delete questions on the surveys

or to modify the computation for all questions except for the survey question of:

Thinking of your experiences in the past 12 months, how would you rate Kaiser Permanente on providing you with:

- Personal and responsive service
- Convenient and easy access

The administration of the surveys and survey processes shall be determined by Kaiser Permanente.

F. **Definitions.**

Measurement Instrument: The Kaiser Permanente Member and Patient Surveys year-end results.

Survey Questions:

- Personal and responsive service
- Convenient and easy access

Response Ratings: Percent of responses within the categories of “very good” and “excellent” for the above two survey questions.

Measurement Year: January 1-December 31 for each year of the Agreement.

Payment Date: The first pay period after April 1 following the measurement year.

Year-end Score: The year end response ratings.

Points of Improvement: The amount by which the measurement year’s year-end score exceeds the prior year’s year-end score.

Example:

[Year-end 2008 score] – [Year-end 2007 score] = Points of improvement for 2008

Performance Targets: Designates the points of improvement at the end of the measurement year for the survey questions.

Performance Target Categories:

- Threshold
- Target
- Stretch

Payout Percentage: The percent of lump-sum payment that corresponds to the performance targets.

Payment Formula: The payout percentage designated by the performance targets multiplied by an Employee's total wage compensation for a measurement year.

Eligible Employee: An Employee on the payroll as of March 1 following the measurement year and who has completed 300 hours of work in the measurement year.

NCAL APPENDIX Y

**SHIFT DIFFERENTIAL/TENURE STEP/
EXPERIENCE CREDIT IN LIEU OF BENEFITS**

SECTION 1 – SCHEDULE Y.

Effective November 1, 1992, for the classifications listed below, evening shift differential shall be \$1.00 per hour and night shift differential shall be \$1.25 per hour.

Kaiser Permanente Post Acute Care Center (KPPACC):

Effective October 7, 2001, for the classifications listed below, evening shift differential shall be \$.60 per hour and night shift differential shall be \$.85 per hour.

The In Lieu of Benefits differential shall be \$1.00 per hour for the classifications listed below.

ADMITTING REPRESENTATIVE	HOUSEKEEPING AIDE
ADMITTING REPRESENTATIVE SR	HOUSEKEEPING HEAD AIDE
ALLERGY TECHNICIAN	INTAKE CLAIMS-CASHIER
ALLERGY TECHNICIAN SR	INTERPRETER
ALLERGY TECHNICIAN TRAINEE	INTERPRETER/TRANSLATOR
AMERICAN SIGN LANGUAGE	LABORATORY ASSISTANT I
INTERPRETER	LABORATORY ASSISTANT II
ANESTHESIA SUPPLY AIDE	LABORATORY ASSISTANT III
ANESTHESIA SUPPLY AIDE SR	LABORATORY ASSISTANT SR
CARE PARTNER	LINEN ROOM SUPERVISOR
CLERICAL GRADES 1-7	LITHOTRIpsy TECHNICIAN
CLIN AUTOTRANSFUSION TECH SR	MEDICAL ASSISTANT
CLINICAL AUTOTRANSFUSION TECH	MEDICAL ASSISTANT SR
COMMUNICATION OPERATOR	MEDICAL SECRETARY TRAINEE
COMMUNICATION OPERATOR SR	MESSENGER DRIVER
COOK A	MESSENGER DRIVER SR
COOK IN CHARGE SR	MONITOR TECHNICIAN
CUSTODIAN/WATCHMAN	MULTI-LINGUAL INTERPRETER
DARK ROOM TECHNICIAN	NURSE ASSISTANT
DISABILITY CLAIMS CLERK	NURSE ASSISTANT SR
EMERGENCY DEPT TECHNICIAN I	NURSE ASSISTANT TRAINEE
EVALUATION & MANAGEMENT	NUTRITION AIDE
CODER	OB TECHNICIAN
GARAGE/PARKING ATTENDANT	OB TECHNICIAN SR
GARDENER	PATIENT MOBILITY TECHNICIAN 1
GARDENER SR	PATIENT MOBILITY TECHNICIAN 2
HEALTH INFO CODER TRAINEE	PATIENT TRANSPORTATION AIDE
HOME HEALTH AIDE	PHARMACY INTERN

PHYSICAL THERAPY AIDE
PHYSICAL THERAPY AIDE SR
PSYCHIATRIC ATTENDANT
REGL LAB SUPPORT SPECIALIST
RESP CARE PERMITTEE
RESPIRATORY SUPPLY AIDE
RESPIRATORY SUPPLY AIDE SR
SERVICE PARTNER
STERILE PROCESSING TECH I
STERILE PROCESSNG TECH II CERT

STERILE PROCESSNG TECH SR
CERT
STOREKEEPER
STOREKEEPER CHIEF
STOREKEEPER I
STOREKEEPER II
UNIT ASSISTANT
UNIT ASSISTANT SR
VISION SERVICES ASST I
VISION SERVICES ASST SR
YARDKEEPER

SECTION 2 – SCHEDULE Z.

Effective November 1, 1992, for the classifications listed below, evening shift differential shall be \$1.45 per hour and night shift differential shall be \$1.95 per hour.

Effective November 1, 1992, for the classifications below, the In Lieu of Benefits differential shall be \$2.00 per hour.

3D IMAGING ANALYST
ANESTHESIA TECHNICAL AST
ANESTHESIA TECHNICAL AST SR
ATHLETIC TRAINER CERTIFIED
BONE DENSITOMETRY TECH
BONE DENSITOMETRY TECH SR
CARDIOVASCULAR ANESTHESIA
TECH
CARDIOVASCULAR TECH
CARDIOVASCULAR TECH SR
CYTOGENETIC TECH I
CYTOGENETIC TECH II
CYTOGENETIC TECH III
CYTOGENETIC TECH SR
CYTOGENETIC TRAINEE
CYTO-HISTO TECHNOLOGIST SUP
CYTOTECHNOLOGIST CHIEF
CYTOTECHNOLOGIST I
CYTOTECHNOLOGIST II
CYTOTECHNOLOGIST III
CYTOTECHNOLOGIST III QC
DEDCTD LAB SONOGRAPHER I
DEDCTD LAB SONOGRAPHER I
SUPV
DEDCTD LAB SONOGRAPHER II
DEDCTD LAB SONOGRAPHER II
SUPV
DIETETIC TECHNICIAN ELIGIBLE
DIETETIC TECHNICIAN REG
DIETETIC TECHNICIAN REG LEAD
EEG TECHNOLOGIST I
EEG TECHNOLOGIST II
EKG TECHNICIAN
EKG TECHNICIAN SR
EMERGENCY DEPT TECHNICIAN II
ESTHETICIAN
HEALTH INFORMATION CODER I
HEALTH INFORMATION CODER II

HEALTH INFORMATION CODER III
HISTOLOGIC TECHNICIAN I
HISTOLOGIC TECHNICIAN II
HISTOLOGIC TECHNICIAN SUPV
HISTOLOGIC TECHNICIAN TRAINEE
INVASIVE CARDIOVASCULAR
SPCLST
LICENSED VOC NURSE IV CERT
LICENSED VOC NURSE IV CERT SR
LICENSED VOCATIONAL NURSE
LICENSED VOCATIONAL NURSE SR
MEDICAL SECRETARY
MEDICAL SECRETARY SR
MOLECULAR TECHNOLOGIST I
MOLECULAR TECHNOLOGIST II
MOLECULAR TECHNOLOGIST III
MOLECULAR TECHNOLOGIST SR
MOLECULAR TECHNOLOGIST
TRAINEE
MRI TECHNOLOGIST I
MRI TECHNOLOGIST II
MRI TECHNOLOGIST SUPV
MRI TECHNOLOGIST TRAINEE
NUCLEAR MEDICINE TECH I
NUCLEAR MEDICINE TECH II
NUCLEAR MEDICINE TECH SUPV
NUTRITION ASSISTANT
OCCUP HEALTH TECH CERT
OCCUP HEALTH TECH SR CERT
OCCUP THERP ASST I CERT
OCCUP THERP ASST II CERT
OPHTHALMIC PHOTOGRAPHER
OPHTHALMIC TECHNICIAN
OPHTHALMIC TECHNICIAN II CERT
OR EQUIPMENT TECH
OR EQUIPMENT TECH SR
ORTHOPEDIC TECHNICIAN I
ORTHOPEDIC TECHNICIAN II

ORTHOPEDIC TECHNICIAN SR
PACEMAKER TECHNICIAN
PACEMAKER TECHNICIAN SR
PATHOLOGY TECHNICAL ASST
PATHOLOGY TECHNICAL ASST SR
PHARMACY TECH INPATIENT LEAD
PHARMACY TECH OUTPATIENT
LEAD
PHARMACY TECHNICIAN INPATIENT
PHARMACY TECHNICIAN
OUTPATIENT
PHYSICAL THERAPY ASST I
PHYSICAL THERAPY ASST II
PROFESSIONAL CODER I
PROFESSIONAL CODER II
PROFESSIONAL CODER III
PSYCHIATRIC TECHNICIAN
PSYCHIATRIC TECHNICIAN SR
RAD TECH I
RAD TECH II
RAD TECH III
RAD TECH IV
RAD TECH V
RAD TECH LEAD
RADIATION ONCOLOGY AIDE
RADIATION THERAPIST
RADIATION THERAPIST LEAD
RADIOLOGIC FILM PROCESS TECH
LEAD
RADIOLOGIC FILM PROCESS TECH I
RADIOLOGICAL FILM PROCESSOR II
RADIOLOGICAL TECH LIMITED
RESP CARE PRACTITIONER I

RESP CARE PRACTITIONER I REG
RESP CARE PRACTITIONER II
RESP CARE PRACTITIONER II REG
RESP CARE PRACTITIONER SUPV
SLEEP TECHNOLOGIST I
SLEEP TECHNOLOGIST II
SLEEP TECHNOLOGIST LEAD
SONOGRAPHER I
SONOGRAPHER I SUPV
SONOGRAPHER II
SONOGRAPHER II SUPV
SONOGRAPHER III
SONOGRAPHER III SUPV
SONOGRAPHER IV
SONOGRAPHER IV SUPV
SONOGRAPHER TECHNICIAN
SONOGRAPHER TRAINEE
SONOGRAPHER V
SONOGRAPHER V SUPV
SURGICAL ASSISTANT
SURGICAL ASSISTANT CERT SR
SURGICAL ASSISTANT CERTIFIED
SURGICAL ASSISTANT SR
SURGICAL ASSISTANT TRAINEE
SURGICAL TECHNICIAN
SURGICAL TECHNICIAN SR
SURGICAL TECHNICIAN TRAINEE
TRUCK DRIVER
TRUCK DRIVER FOREMAN
VISION SERVICES ASST II
WAREHOUSE PERSON
WAREHOUSE PERSON LEAD

NCAL APPENDIX Z

SONOGRAPHER CAREER LADDER

December 16, 2004

The parties, SEIU 250 ("the Union") and Kaiser Permanente Medical Group ("the Employer") hereby make this Agreement to establish a Career Ladder for Diagnostic Ultrasonographers ("Sonographers").

TRAINEE.

No change to current contract language (page 100).

TECHNICIAN.

Employee has no ARDMS Registries.

1. Must be proficient in required specialty as determined by the employer.
2. Must meet current qualifications to sit for ARDMS registry examination.
3. Must obtain ARDMS registry within nine (9) months from date of hire in the ultrasound position to continue employment*.
4. Must be able to work under indirect supervision.

*Current employees performing ultrasound (those hired prior to ratification of this career ladder) are exempt from these requirements until required by law and/or regulatory or accrediting agency.

SONOGRAPHER I.

Must have one ARDMS registry in any specialty.

SONOGRAPHER II.

Must have two ARDMS registries in any specialties.

SONOGRAPHER III.

Must have three ARDMS registries in any specialties and must have equivalent of three years (6,240 hours) continuous ultrasound experience within the last six years with no more than one-year break in experience within the last four years.

SONOGRAPHER IV.

Must be registered and competent in 4 ARDMS registries that are performed by the Lab. Must have equivalent of five years (10,400 hours) recent ultrasound experience within the last ten years with no more than one year break in experience within the last four years.

SONOGRAPHER V.

Must be registered and competent in 5 ARDMS registries that are performed by the Lab. Must have equivalent of five years (10,400 hours) recent ultrasound experience within the last ten years with no more than one year break in experience within the last four years.

DEDICATED SPECIALTY SONOGRAPHER.

A Dedicated Specialty Sonographer is defined as a Sonographer I or II, registered in one or two disciplines performed by the lab, whose permanent work assignment is in an area where the scope of practice and work is limited to ultrasound exams and procedures in one or two registry disciplines as defined by the ARDMS.

1. If a Dedicated Specialty Sonographer meets the qualifications of a Sonographer III, they shall be paid as a Sonographer III.
2. All ARDMS cardiac registries will be recognized and awarded for advancement from Dedicated Specialty Sonographer I to Dedicated Specialty Sonographer II in Dedicated Cardiac labs.
3. The ARDMS Fetal Echocardiography registry will be recognized and awarded for advancement from Dedicated Specialty Sonographer I to Dedicated Specialty Sonographer II in Dedicated Obstetrical labs.
4. It is understood that ultrasound is a dynamic field and as new registries are developed the employer and union will discuss their recognition in Dedicated Labs.

SUPERVISORY SONOGRAPHER.

Satisfies requirements for Sonographer I, II, III, IV, V, or Dedicated Specialty Sonographer. The Supervisory Sonographer shall be paid 10% higher than the step of the sonographer classification for which they qualify.

IMPLEMENTATION OF CAREER LADDER AND INCOME SECURITY.

The parties' intention is to create a career ladder for sonographers. It is agreed that under no circumstance will current sonographers (those on payroll as of ratification of this Career Ladder) who are reassigned to other classifications or levels as a result of the implementation of the new structure suffer any reduction in pay.

1. Sonographers will be placed into the level on the new structure that is dictated by the number of ARDMS registries and years of experience as defined above.
2. Sonographers will be placed at the tenure step of their level on the new structure that is closest to, but not less than, their current rate. Such placement on the new structure has no negative effect on tenure step advancement, meaning that sonographers will continue to advance through tenure steps based on the criteria set forth in the collective bargaining agreement.

FUTURE TENURE STEP PLACEMENT.

After implementation of the Sonographer Career Ladder, Sonographers qualifying for a higher level as a result of gaining additional ARDMS registry(ies) will be placed at the lowest tenure step of the higher level that provides for at least a 3% base rate pay increase.

NCAL APPENDIX AA

SPONSORED PARENT/PARENT-IN-LAW GROUP

Applicable to parents and parents-in-law of all classifications.

Effective 01-01-03, parents and parents-in-law of Regular Employees will be offered the opportunity to purchase the enhanced Senior Advantage health plan coverage at their own expense provided they are enrolled in Parts A and B of Medicare and meet the eligibility rules of the Senior Advantage health plan. For those regions without a Sr. Advantage product, the Medicare product available in that Region will be offered.

The enrollment rules, eligibility and plan design (benefits and co-pays) will be consistent although not identical, (regional variation may apply) and will be reviewed by the Benefits Task Force. (Regional variation may apply). The Employer shall not be required to bargain over such changes. However, the Employer shall provide the unions with forty-five days' notice of the nature and date of such changes.

Participants enrolled prior to 01-01-03 will be grandfathered under their current eligibility rules.

NCAL APPENDIX BB

TRANSITION ASSISTANCE PROGRAM

February 24, 1994

I. **PREAMBLE.**

This Letter of Agreement executed on _____ by and between Health Care Workers Union, Local 250 (hereinafter referred to as the "Union") and the Kaiser Permanente Medical Care Program Northern California Region (hereinafter referred to as the "Employer") extends certain benefit rights and severance pay as set forth below to eligible employees represented by the Union who are laid off by the Employer. A layoff is defined as a conversion of a Regular employee to a terminated, unpaid status (not a leave of absence or casual assignments). The provisions of this Letter of Agreement are intended to supplement the Reduction in Force provisions of Article VI, Section 4 of the Collective Bargaining Agreement between the parties. Further, the provisions of this Letter of Agreement shall remain in effect from the date of execution by the parties through November 1, 1994, unless extended by mutual agreement of the parties. However, the Employer reserves the right to terminate the provisions of this Letter of Agreement upon thirty (30) days' written notice to the Union.

II. **AFFECTED EMPLOYEES AND ELIGIBILITY.**

The provisions of this Letter of Agreement shall apply to any eligible Regular employee (twenty (20) or more hours of work per week; thirty-two (32) hours per week in Fresno) in a classification covered by the Collective Bargaining Agreement between the parties who has received notice of layoff and who voluntarily retires, resigns, or who is involuntarily laid off by the Employer, from the date of execution of this Letter of Agreement through November 1, 1994. This Agreement does not apply to Short-Hour, Temporary or Casual employees. In accordance with Article VI – Seniority, Section 4 – Reduction in Force, the Employer retains the exclusive right to determine among which craft/classification of employees in which department a reduction in force is necessary. However, it is the intent of the Employer to first seek among affected employees (who have received notice of a layoff in their department) volunteers to retire/resign before resorting to involuntary layoff. The specific benefits and severance available to affected employees will depend upon whether they are voluntarily separated or involuntarily laid off as described below.

III. **BENEFITS AND SEVERANCE PLANS – DEFINITIONS AND APPLICATION.**

Section A – Voluntary Separation with Waiver – Retirement Eligible.

1. **Definition of Eligible Employees.**

Regular employees who have volunteered to retire, who at the time of separation are eligible for retirement under the normal, early disability or postponed provisions of the Pension Plan as defined under Article XXV, Section 4 of the Collective Bargaining Agreement, and who sign the general release attached hereto as Exhibit I.

2. **Severance Pay.**

Eligible employees as defined in this Section will receive severance pay equal to one (1) week of pay at their regular straight-time hourly wage rate at time of separation, exclusive of shift or other differentials, for each year of Regular service, with a minimum of one (1) month's pay to a maximum of six (6) months' pay. A "week of pay" is defined as the number of normal scheduled hours in a payroll week at the time of separation exclusive of additional hours or overtime. Thus, for part-time Regular employees a week's pay will vary between twenty (20) and thirty-nine (39) hours of pay.

The severance pay described above shall be paid to the employee in regular bi-weekly payroll periods over the appropriate severance period, as if the employee were still on the job. Such payments shall be less appropriate taxes and other legally mandated deductions. The severance pay period will not count as time worked for purposes of computing credited service or any other rights under the Pension Plan nor for calculation of any other benefit rights or accruals, e.g. vacation, sick leave, educational leave, etc.

If a former employee receiving the severance pay described above is rehired into any position by Kaiser Permanente during the severance period, the eligibility for continued payment of the remaining severance pay shall cease on the day the individual begins work in the rehire position. (Former employees shall retain recall rights per Article VI, Section 4 of the Collective Bargaining Agreement and shall receive appropriate wage tenure credit in accordance with Human Resource Policy #2.01, "Hiring Rates". However, any individual that is rehired will be eligible only for the pay and benefits applicable to the new position.)

3. **Health Plan Benefits.**
Eligible employees as defined in this Section shall continue to receive Health Plan benefits equal to health plan benefits provided active employees for themselves and eligible dependents in accordance with Article XXII, Section 1 of the Collective Bargaining Agreement at the Employer's expense. Such coverage shall begin on the first day of the month following the employees' retirement dates. The Health Plan coverage shall continue until the individual becomes eligible for and enrolls in Parts A and B of Medicare, at which time the Health Plan coverage will convert to post-retirement coverage as provided for in the Collective Bargaining Agreement and currently described as MS or NYLIC H-42 coverage.
4. **Reemployment Benefits.**
Former Regular employees covered by this Section, with two (2) years of Regular service at the time of separation, who are rehired by Kaiser Permanente Northern California Region within twenty-four (24) months of their separation dates shall have the new hire Health Plan and Dental Plan waiting periods waived. They shall also accrue paid time off benefits at the rate to which they were entitled at the time of separation.
5. **Job Replacement Assistance and Financial Education.**
Eligible employees as defined in this Section shall receive group outplacement assistance (help in preparing for job interviews, writing resumes), and group financial planning education, at locations, times and frequency established by the Employer. Participation in such counseling is voluntary for the eligible employees.
6. **Employee Assistance Program.**
Eligible employees as defined by this Section shall receive five (5) Employee Assistance counseling sessions at the Employer's expense, in addition to the five (5) counseling sessions already provided to active employees. Any of the ten (10) counseling sessions available to eligible employees or dependents must be used no later than six (6) months after the date on which the employees were separated.

Section B – Voluntary Separation with Waiver – Not Retirement Eligible.

1. **Definition of Eligible Employees.**
Regular employees with at least one (1) year of Regular service at the date of separation who have received notice of layoff and have volunteered to resign, who are not eligible to retire under the Normal, Postponed or Early Retiree provisions of the Pension plan as defined under Article XXV, Section 4 of the Collective Bargaining Agreement, and who sign the general release attached hereto as Exhibit I.

2. **Severance Pay.**

Eligible employees as defined in this Section will receive severance pay equal to one (1) week of pay at their regular straight-time hourly wage rate at time of separation, exclusive of shift or other differentials, for each year of Regular service, with a minimum of one (1) month's pay to a maximum of six (6) months' pay. A "week of pay" is defined as the number of normal scheduled hours in a payroll week at the time of separation exclusive of additional hours or overtime. Thus, for part-time Regular employees a week's pay will vary between twenty (20) and thirty-nine (39) hours of pay.

The severance pay described above shall be paid to the employee in regular bi-weekly payroll periods over the appropriate severance period, as if the employee were still on the job. Such payments shall be less appropriate taxes and other legally mandated deductions. The severance pay period will not count as time worked for purposes of computing credited service or any other rights under the Pension Plan nor for calculation of any other benefit rights or accruals, e.g. vacation, sick leave, educational leave, etc.

If a former employee receiving the severance pay described above is rehired into any position by the Kaiser Permanente Northern California Region during the severance period, the eligibility for continued payment of the remaining severance pay shall cease on the day the individual begins work in the rehire position. (Former employees shall retain recall rights per Article VI, Section 4 of the Collective Bargaining Agreement and shall receive appropriate wage tenure credit in accordance with Human Resource Policy #2.01, "Hiring Rates". However, any individual that is rehired will be eligible only for the pay and benefits applicable to the new position.)

3. **Health Plan and Dental Benefits.**

Eligible employees as defined in this Section shall continue to receive Health Plan and Dental Plan benefits for themselves and eligible dependents in accordance with Article XXII, Sections 1 and 3 of the Collective Bargaining Agreement at the Employer's expense. Such coverage shall begin on the first day of the month following each employee's resignation date and shall continue for a maximum of twelve (12) months following the month in which the employee resigned. In addition, such coverage shall also cease at the end of any month during the twelve (12) month period in which the former employee is hired by another employer and eligible for any health plan benefits.

4. **Reemployment Benefits.**
Former Regular employees covered by this Section, with two (2) years of Regular service at the time of separation, who are rehired by Kaiser Permanente Northern California Region within twenty-four (24) months of their separation dates shall have the new hire Health Plan and Dental Plan waiting periods waived. They shall also accrue paid time off benefits at the rate to which they were entitled at the time of separation.

5. **Job Replacement Assistance and Financial Education.**
Eligible employees as defined in this Section shall receive group outplacement assistance (help in preparing for job interviews, writing resumes), and group financial planning assistance (tax advice and budgeting), at locations, times and frequency established by the Employer. Participation in such counseling is voluntary for the eligible employees.

6. **Employee Assistance Program.**
Eligible employees as defined by this Section shall receive five (5) Employee Assistance counseling sessions at the Employer's expense, in addition to the five (5) counseling sessions already provided to active employees. Any of the ten (10) counseling sessions available to eligible employees or dependents must be used no later than six (6) months after the date on which the employees were separated.

7. **Bridging to Retirement Eligibility.**
Employees who would become eligible for retirement during the period for which they would be eligible for severance shall have the opportunity to use all or part of their eligible severance to reach their retirement eligibility date. Such employees may elect to continue working in a Kaiser Permanente directed assignment at their current wage rate and benefit level, until they reach their retirement eligibility date. Upon reaching their retirement eligibility date they shall retire and their eligibility for severance pay at that time will be reduced by the period of time worked under this "Bridging" benefit.

Eligible employees who elect the Bridging option described above will have their current wage rate frozen from the date their position is scheduled to be eliminated. They shall not be eligible for any contractual or tenure wage increases which may occur during the Bridging period.

Any eligible employee who becomes retiree eligible as a result of this Bridging option shall be subject to all the provisions identified in III. A. above.

Section C – Involuntary Separation with Waiver.

1. **Definition of Eligible Employees.**

Regular employees with at least one (1) year of Regular service at the date of layoff who have been involuntarily laid off, but who sign the general release attached hereto as Exhibit I.

2. **Severance Pay.**

Eligible employees as defined in this Section will receive severance pay equal to one (1) week of pay at their regular straight-time hourly wage rate at time of separation, exclusive of shift or other differentials, for each year of Regular service, with a minimum of one (1) month's pay to a maximum of six (6) months' pay. A "week of pay" is defined as the number of normal scheduled hours in a payroll week at the time of separation exclusive of additional hours or overtime. Thus, for part-time Regular employees a week's pay will vary between twenty (20) and thirty-nine (39) hours of pay.

The severance pay described above shall be paid to the employee in regular bi-weekly payroll periods over the appropriate severance period, as if the employee were still on the job. Such payments shall be less appropriate taxes and other legally mandated deductions. The severance pay period will not count as time worked for purposes of computing credited service or any other rights under the Pension Plan nor for calculation of any other benefit rights or accruals, e.g. vacation, sick leave, educational leave, etc.

If a former employee receiving the severance pay described above is rehired into any position by the Kaiser Permanente Northern California Region during the severance period, the eligibility for continued payment of the remaining severance pay shall cease on the day the individual begins work in the rehire position. (Former employees shall retain recall rights per Article VI, Section 4 of the Collective Bargaining Agreement and shall receive appropriate wage tenure credit in accordance with Human Resource Policy #2.01, "Hiring Rates". However, any individual that is rehired will be eligible only for the pay and benefits applicable to the new position, except as described 3. below.)

3. **Health Plan and Dental Benefits.**
Eligible employees as defined in this Section shall continue to receive active employee and dependent Employer-paid Health Plan and Dental Plan benefits for themselves and their eligible dependents for a minimum of three (3) months or to the end of the month in which severance pay stops, whichever is longer. Such coverage shall begin the first day of the month following layoff. In addition, such coverage will also cease at the end of any month during the severance period or the three month minimum period in which the former employee receives benefits from another employer.
4. **Other Reemployment Benefits.**
Former Regular employees covered by this Section, with two (2) years of Regular service at the time of separation, who are rehired by Kaiser Permanente Northern California Region within twenty-four (24) months of their separation dates shall have the new hire Health Plan and Dental Plan waiting periods waived. They shall also accrue paid time off benefits at the rate to which they were entitled at the time of separation.
5. **Job Replacement Assistance and Financial Education.**
Eligible employees as defined in this Section shall receive group outplacement assistance (help in preparing for job interviews, writing resumes), and group financial planning education, at locations, times and frequency established by the Employer. Participation in such counseling is voluntary for the eligible employees.
6. **Employee Assistance Program.**
Eligible employees as defined by this Section shall receive five (5) Employee Assistance counseling sessions at the Employer's expense, in addition to the five (5) counseling sessions already provided to active employees. Any of the ten (10) counseling sessions available to eligible employees or dependents must be used no later than six (6) months after the date on which the employees were separated.
7. **Bridging to Retirement Eligibility.**
Employees who would become eligible for retirement during the period for which they would be eligible for severance shall have the opportunity to use all or part of their eligible severance to reach their retirement eligibility date. Such employees may elect to continue working in a Kaiser Permanente directed assignment at their current wage rate and level of benefits, until they reach their retirement eligibility date. Upon reaching their retirement eligibility date they shall retire and their eligibility for severance pay at that time will be reduced by the period of time worked under this "Bridging" benefit.

Eligible employees who elect the Bridging option described above will have their current wage rate frozen from the date they are notified in writing that their positions are to be eliminated. They shall not be eligible for any contractual or tenure wage increases which may occur during the Bridging period.

Any eligible employee who becomes retiree eligible as a result of this Bridging option shall be subject to all the provisions identified in III. A. above.

Section D – Involuntary Separation without Waiver.

1. **Definition of Eligible Employees.**

Regular employees who have been involuntarily laid off and who choose not to sign the general release attached hereto as Exhibit I.

2. **Benefits.**

Eligible employees as defined in this Section shall be entitled only to those rights described in the Reduction in Force provisions of the Collective Bargaining Agreement, Article VI, Section 4. They shall not be eligible for any of the severance pay or benefits described in this Letter of Agreement, except as follows:

Employee Assistance Program.

Eligible employees as defined in this Section may utilize the five (5) free counseling sessions available in any calendar year to all employees or dependents within six (6) months of their layoff date. In no case are they entitled to more than five (5) such sessions in the calendar year in which they are laid off.

IV. INPLACEMENT POLICY

Any employees may avoid involuntary layoff by exercising their rights under the promotions/transfer provisions of the Collective Bargaining Agreement, Article VI, Section 6, prior to layoff. Subsequent to layoff they may exercise their recall rights under Article VI, Section 4.

Any employee who accepts another position prior to layoff for which the wage scale maximum is below the employee's current wage rate will maintain his/her current wage rate until it falls below the maximum of the new position, or for two (2) years, whichever occurs first. If after two (2) years the employee's wage rate remains in excess of the new position's maximum, the employee's wage rate will then be reduced to the new position maximum rate.

Furthermore, any Regular employees notified of layoff who transfer to posted positions in a non-benefited status as an alternative to layoff or retirement will continue to receive Health Plan and Dental Plan benefits only for themselves and their eligible dependents for a period of three (3) months following the end of the month in which they transfer to non-benefited status.

In addition, any Regular employees with two (2) years of Regular service who have received notice of layoff, who transfer to another Regular Kaiser Permanente Northern California Region position to avoid layoff or who are laid off and then reemployed in the Kaiser Permanente Northern California Region within six (6) months of their layoff date are eligible once only for reimbursement of moving expenses up to two thousand dollars (\$2,000.00), provided all of the following conditions are met:

- A. the new work site is more than thirty-five (35) miles (one way) from the employee's home at the time of layoff;
- B. the new one way commute is increased by at least ten (10) miles; and
- C. the move occurs within six (6) months after reemployment in a new position.

Moving expenses are limited to payment for packing, insuring, shipping and unpacking an employee's household and personal items. This normally excludes an employee's automobiles, large boats, trailers and non-household pets.

V. CONCLUSION.

- A. Under no circumstances shall any employee eligible for any of the provisions provided above receive any of the plan payments or benefits more than once. However, if an employee is separated or laid off, subsequently rehired and then separated or laid off again prior to November 1, 1994, (s)he will be eligible for any remaining payments or benefits not received under the Section above which is applicable to the first separation/layoff period before the rehire, provided the employee signs a new general release at the time of the subsequent separation/layoff.
- B. The terms of this Letter of Agreement shall have no precedential effect on either the Employer or the Union, except to the extent that it applies to any affected employee in the Kaiser Permanente Northern California Region prior to November 1, 1994. The content of this Letter of Agreement shall not be subject to the provisions of Article XXIX – Disputes of the Collective Bargaining Agreement. However, the Union reserves the right to grieve under the following circumstances:

1. Administration of the provisions of this Letter of Agreement to any affected employee to the extent that such administration differs from the express language or intent of the Letter of Agreement;
 2. the application of seniority in the selection of employees for involuntary layoff; and
 3. the application of seniority in the selection of volunteers should the number of volunteers exceed the reduction in force requirement. (Volunteers up to the number needed for the reduction in the department shall be accepted on a first come, first served basis. Employees who volunteer at a later time shall not have the right to exert their relative seniority to displace employees previously accepted by the Employer for voluntary separation.)
- C. IN WITNESS WHEREOF, the parties hereto have executed this Letter of Agreement as of the date herein below written.

NCAL APPENDIX CC

WAGE ADMINISTRATIVE PRACTICES

SECTION 1 – WAGE STRUCTURE DEFINITIONS.

A. **Structure A.**

Structure “A” is the pay structure for all Employees hired on or before October 25, 1986. All such Employees will remain on this structure and move accordingly. This structure shall apply to Employees in Areas I and II.

B. **Structure B-1.**

Structure “B-1” is the pay structure for all Employees hired on or after October 26, 1986 in Area I.

C. **Structure B-2.**

Structure “B-2” is the pay structure for Employees hired on or after October 26, 1986 in Area II.

SECTION 2 – GEOGRAPHIC AREA DEFINITIONS.

Area I and Area II shall be defined as follows:

AREA I

1950 Franklin and Environs
Antioch
Campbell
Deer Valley
Fairfield
Fremont
Gilroy
Hayward
Livermore
Martinez
Milpitas
Mountain View
Napa
Novato
Oakland
Park Shadelands
Petaluma
Pleasanton
Redwood City
Richmond

Rohnert Park
San Francisco
San Jose
San Rafael
Santa Clara
Santa Rosa
South San Francisco
Union City
Vacaville
Vallejo
Walnut Creek

AREA II

Clovis
Davis
Elk Grove
Fair Oaks
Folsom
Fresno
Lincoln
Manteca
Modesto
Oakhurst

Point West
Rancho Cordova
Roseville
Sacramento
Selma
South Sacramento
Stanislaus
Stockton
Tracy

SECTION 3 – ADMINISTRATION OF WAGE STRUCTURE “A”.

Employees on Structure “A” shall remain on that Structure regardless of any transfers, promotions or demotions within or between Areas I and II.

SECTION 4 – ADMINISTRATION OF WAGE STRUCTURES “B-1” AND “B-2”.

Employees on Structure “B-1” or Structure “B-2” will remain on either of these two “B” Structures but may move between the two Structures as a result of the following:

A. Lateral Transfers Between Area I and Area II.

Employees on either Structure B-1 or B-2 who permanently transfer between the two Areas in the same job classification will be placed on the “B” Structure within the Area to which the Employee transfers. The Employee will be placed on the tenure step of the new “B” Structure which is the same as the tenure step held on the previous “B” Structure. Tenure credit earned on the previous “B” Structure will apply for movement to higher tenure steps on the new “B” Structure.

B. Promotions and Demotions between Area I and Area II.

In determining the appropriate wage rates for Employees who are promoted or demoted into a different area, the following shall apply:

The Employee will first be treated as a lateral transfer in accordance with (1) above. Once the lateral transfer wage rate and tenure step is determined, the appropriate promotion or demotion language contained in Article XVIII, Section 3, B, (*Article XII, Section 4, B, of the current Agreement*) Northern California Region Provisions shall be applied.

SECTION 5 – SELECTION OF EMPLOYEES AND WAGE STRUCTURES.

Employees shall be considered for promotions, demotions, transfers and reductions in force based upon the seniority provisions and other relevant sections outlined in the Labor Agreement. Wage structures will not be a factor in selecting Employees for promotions, demotions, transfers and reductions in force.

SECTION 6 – ELIMINATION OF STRUCTURE B-2

As provided in the Northern California Region wage rates of this Agreement, Structures A/B-1 and B-2, effective at the beginning of the first full pay period nearest 1/1/06, 1/1/07, 1/1/08 and 7/1/08, employees on the B-2 wage scale will receive additional incremental wage increases which culminate in the total elimination of the B-2 structure.

NCAL APPENDIX DD

WEEKENDS ONLY POSITIONS WITH 10% WEEKEND DIFFERENTIAL

Employees working weekend positions, as defined below, will be eligible for 10% weekend differential for all hours worked, including non-weekend hours.

- A. Regular part-time benefited positions configured as two (2) ten-hour shifts on Saturday and Sunday will be paid at straight time for the two weekend shifts.
- B. Regular twenty (20) hour, benefited positions scheduled to work every weekend. Weekend shifts must be six- or eight-hour shifts.
- C. Short-hour positions of two (2) eight-hour shifts regularly scheduled on Saturday and Sunday.

The 10% differential is in lieu of other week-end premiums or differentials in any agreement.

**APPENDICES APPLICABLE TO
SOUTHERN CALIFORNIA REGION**

SCAL APPENDIX A – SIDE LETTERS

These Letters of Agreement run concurrently with the term of the Master Agreement between Kaiser Permanente and United Healthcare Workers-West and are subject to the grievance and arbitration procedure of the Master Agreement. Side Letters 2, 4, 6, 13, 14, 17, 24, 25, 26, 27, 28, 29, 31, 38, 39, 41 (paragraphs 1 & 2), 44, 45, 52, 54, and 55 from the 2000 Collective Bargaining Agreement are archived.

1. 10 AND 12 HOUR SHIFTS.

Voluntary – 10 Hours Shift Staffing Pattern.

a.) **Full-Time.**

Full-Time: Four (4), ten (10) hour shifts per work week. Employees will be scheduled every other weekend off. The weekend for the night shift, for the purpose of this agreement will be Saturday and Sunday. This option has no impact on an Employee's pension since he/she will be scheduled eighty (80) hours per pay period.

b.) **Workweek.**

The workweek for all Employees on the 4-40 staffing pattern will commence Sunday night at 12:00 am., ending on a Saturday night at night.

c.) **Pay.**

Each ten (10) hour shift will be paid at ten (10) straight time hours. All contractual provisions where non-worked paid time is considered as time worked for pay purposes will apply.

d.) **Consecutive Pay.**

An Employee is not considered to have had a day off unless thirty (30) hours have elapsed from the end of the last shift worked until beginning of the next shift.

e.) **Additional Shifts Worked.**

When an Employee works ten (10) hour shifts, he/she is paid such at straight time and these are recorded as "regular" hours. It is only after working forty (40) "regular" hours that a person would be entitled to any overtime pay for any subsequent hours worked. Thus, if an Employee worked four (4) ten (10) hour shifts from Monday through Thursday, then worked from 7:00 am. to 3:30 p.m. on Friday, those eight (8) hours on Friday would be paid at time and one-half.

If the Employee in this example were called in to work on Saturday, all hours would be paid at the day off overtime premium (i.e., double time) as the Employee had already worked 40 "regular" hours in the week and now has two days off subject to the day off premium.

In addition, the normal daily overtime provisions will apply for all hours worked in excess of ten (10) in one (1) workday. Specifically, time and one-half (1-1/2) is applicable over ten (10) hours in one (1) workday and double time (2) over twelve (12) hours in one (1) workday.

f.) **Meal Period.**

One (1) unpaid thirty minute meal period per 10 hour shift.

g.) **Rest Period.**

Two paid 15 minute breaks per 10 hour shift.

h.) **Shift Differential.**

Applies to shifts beginning between:

Evening Shift:	2:00 p.m. to 6:00 p.m.
Night Shift:	10:00 p.m. to 1:00 a.m.

Employees whose starting time is other than described above will receive appropriate shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.

A day shift 10 hour Employee working 7:00 a.m. to 5:30 p.m. will not receive evening shift differential. A day shift ten (10) hour Employee working 10:00 am. to 8:30 p.m. will normally receive 2-1/2 hours of evening shift differential (e.g., 6:00 p.m. to 8:30 p.m.). A night shift ten (10) hour Employee may receive both evening shift and night differential. As an example, if the shift is 7:00 p.m. to 5:30 a.m., three (3) hours of evening shift differential and seven (7) hours of night shift differential is applicable. If, for example, the shift is 3:00 p.m. to 1:30 a.m., seven (7) hours of evening shift differential and three (3) hours of night shift differential is applicable.

i.) **Holiday.**

Holiday Scheduled Off (Full-Time) – Paid at eight (8) hours at the regular rate of pay. The Employee may elect to receive two (2) hours of vacation pay by so stating.

Holiday Scheduled Off (Part-Time) – Not applicable

Holiday Worked – Paid at two and one-half (2-1/2) times the regular rate of pay for all hours worked on the actual holiday.

Holiday worked with Another Substitute Day – Paid at one and one-half (1-1/2) times the regular rate of pay for all hours worked on the holiday. Substitute day off will be paid at eight (8) hours at the regular rate of pay.

A day shift Employee will not receive shift differential for a holiday not worked. An evening/night shift Employee will receive shift differential in

accordance with the guidelines specified under the shift differential section of this agreement (Article XIII, Section 8).

Employees will receive holiday premium for all hours worked on the actual holiday (i.e., midnight to midnight).

Example:

<u>July 3</u>	<u>July 4</u>	<u>July 5</u>
	5:30 a.m.	5:30 a.m.
	7:00 a.m.	
7:00 p.m.	5:30 p.m.	
	7:00 p.m.	

* Will receive straight time pay for all hours worked between 7:00 p.m. and midnight. Will receive holiday premium (i.e., double time and one-half) for all hours worked from midnight to 5:30 a.m. In addition, this Employee is entitled to receive three (3) hours holiday not worked at straight time.

** Will receive all hours worked at holiday premium (i.e., double time and one-half).

*** Will receive holiday premium (i.e., double time and one-half) for all hours worked from 7:00 p.m. to midnight, from midnight to 5:30 a.m. The hours will be compensated at straight time pay. In addition, this Employee is entitled to receive three (3) hours holiday not worked at straight time.

j.) **Sick Leave Pay Option.**

Sick Leave will be paid based on an Employee selecting one of the two (2) options below:

Option I: Eight hours of sick leave pay per shift.

Option II: Ten hours of sick leave pay per shift.

Worker's Compensation or State Disability Insurance – Weekly Leave will be in accordance with the provisions of the Collective Bargaining Agreement. Shift differential will be paid under the same conditions as time worked.

k.) **Vacation.**

Vacation will be paid based on an Employee selecting one of the two options below:

Option I: Eight hours of vacation per shift.

Option II: Ten hours of vacation per shift.

If a ten (10) hour Employee returns to his/her previously held eight (8) hour position, which may be the same shift or his/her previous shift (whichever is applicable), he/she will retain his/her prescheduled and approved vacation requests. This will only apply to Employees who return to their previously held positions, and shift, not transfers via the bid system.

If ten (10) hour shifts are discontinued in the department, Employees will return to their previously held eight (8) hour positions, which may be the same shift or their previous shift (whichever is applicable) and they will retain their prescheduled and approved vacation requests. If additional slots of vacation become available as a result of this, they will be offered first to those who applied during the vacation planning cycle and to those who were denied.

l.) **Education Leave Pay Option.**

Education Leave will be paid based on an Employee selecting one of the two options below:

Option I: Eight hours of education leave pay per shift.

Option II: Ten hours of education leave pay per shift.

Education Leave Pay for other than a scheduled workday will be paid at eight straight time hours of pay.

If mandatory in-service is held, it will be considered as time worked, for pay purposes.

m.) **Report Pay.**

Employees who report to work without receiving prior notice that there is no work available will receive four (4) hours report pay. All contractual provisions for application of report pay will apply.

Cancellation Of Assignment (may be facility specific).

n.) **Participation.**

Participation in the 4-40 staffing pattern is voluntary. First preference to select the ten (10) hour shift positions shall be based on Seniority. Employees' current status will be maintained at full time.

If during the conversion, the Employee voluntarily selects a schedule which results in two consecutive weekends being worked, he/she will waive the applicable premium.

Future vacancies for ten (10) hour shifts will be posted and filled pursuant to the contractual provisions regarding Job Posting. Employees will be placed back into their previous shift (e.g.. days, evenings and nights) in the event the ten (10) hour shifts are discontinued.

New positions may be posted noting the 4-40 staffing pattern but each posting must also specify a complimentary eight (8) hour shift position since this staffing pattern is temporary.

o.) **Terms Of Agreement.**

It is the intent of the Employer to implement a scheduling system which meets our Health Plan members' needs and supports sound economic practices, while at the same time affording Employees with flexible scheduling preference. Ten (10) hour shifts are temporary and may be cancelled by the Employer at any time and by the Employee(s) as indicated below.

The parties will consider the following factors in their discussions: Staff vacancies, overtime (additional voluntary sign-up and mandatory) and Employee preference.

The Employee(s) may elect to voluntarily discontinue participation in the 4-40 ten (10) hours staffing pattern with thirty (30) days written notification. Likewise, the Employer may also elect to discontinue the staffing pattern with thirty (30) days written notification to the Union.

12-Hour Shift Voluntary – Staffing Pattern at Straight-Time.

aa) **Full-Time.**

Full-time Employees will be scheduled six (6), twelve (12) hour shifts per pay period and a seventh (7th) shift in the pay period of twelve (12) hours at time and one half. Employees will be scheduled every other weekend off. The weekend for the night shift, for the purpose of this agreement will be Saturday and Sunday. This option has no impact on an Employee's pension since he/she will be scheduled at least 80 hours per pay period.

bb) **Workweek.**

The workweek for all Employees on the twelve (12) hour staffing pattern will commence Sunday night at 12:00 a.m., ending on a Saturday night at midnight.

cc) **Pay.**

Each twelve (12) hour shift will be paid at twelve (12) straight time hours for the first six (6) shifts worked in the pay period. The seventh (7th) shift worked will be paid at time and one-half (1-1/2). All contractual provisions where non-worked paid time is considered as time worked for pay purposes will apply.

dd) **Consecutive Pay.**

An Employee is not considered to have had a day off unless thirty (30) hours have elapsed from the end of the last shift worked until the beginning of the next shift.

ee) **Additional Shifts Worked.**

When an Employee works twelve (12) hour shifts, he/she is paid such as straight time for the first six (6) shifts worked in a pay period. These are recorded as "regular" hours. The seventh (7th) shift worked will be paid at time and one half (1-1/2). Additional shifts beyond seven (7) worked in a pay period will likewise be compensated for at time and one-half (1-1/2).

In addition, the normal daily overtime provisions will apply for all hours worked in excess of twelve (12) in one (1) workday. Specifically, double time (2) is applicable over twelve (12) hours in one (1) workday.

ff) **Meal Period.**

One (1) unpaid thirty minute meal period per twelve (12) hour shift.

gg) **Rest Period.**

Three (3) paid fifteen (15) minute breaks per twelve (12) hour shift.

hh) **Shift Differential.**

Applies to shifts beginning between:

Evening Shift: 2:00 p.m. to 6:00 p.m.

Night Shift: 10:00 p.m. to 1:00 a.m.

Employees whose starting time is other than described above will receive appropriate shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.

A day shift twelve (12) hour Employee working 7:00 a.m. to 7:30 p.m. will receive one and one half (1-1/2) hours of evening shift differential. A day shift twelve (12) hour Employee working 10:00 a.m. to 10:30 p.m. will normally receive 4-1/2 hours of evening shift differential (e.g. 6:00 p.m. to 10:30 p.m.). A night shift twelve (12) hour Employee may receive both evening shift and night differential. As an example, if the shift is 7:00 p.m. to 7:30 a.m., three (3) hours of evening shift differential and nine (9) hours of night shift differential is applicable. If, for example, the shift is 3:00 p.m. to 3:30 a.m., seven (7) hours of evening shift differential and five (5) hours of night shift differential is applicable (presuming that the lunch break occurs at or after 10:00 p.m.).

ii) **Holiday.**

Holiday Scheduled Off (Full-Time) – Paid at eight (8) hours at the regular rate of pay. The Employee may elect to receive four (4) hours of vacation pay by so stating.

Holiday Scheduled Off (Part-Time) – Not applicable

Holiday Worked – Paid at two and one-half (2-1/2) times the regular rate of pay for all hours worked on the actual holiday.

Holiday worked with Another Substitute Day – Paid at one and one-half (1-1/2) times the regular rate of pay for all hours worked on the holiday. Substitute day off will be paid at eight (8) hours at the regular rate of pay.

A day shift Employee will not receive shift differential for a holiday not worked.

An evening/night shift Employee will receive shift differential in accordance with the guidelines specified under the shift differential section of this agreement.

Employees will receive holiday premium for all hours worked on the actual holiday (i.e., midnight to midnight).

Example:

<u>July 3</u>	<u>July 4</u>	<u>July 5</u>
	7:30 a.m.	7:30 a.m.
	7:00 a.m.	
7:00 p.m.	7:30 p.m.	
	7:00 p.m.	

- * Will receive straight time pay for all hours worked between 7:00 p.m. and midnight. Will receive holiday premium (i.e., double time and one-half) for all hours worked from midnight to 7:30 a.m. In addition, this Employee is entitled to receive one (1) hour holiday not worked at straight time.
- ** Will receive all hours worked at holiday premium (i.e., double time and one-half).
- *** Will receive holiday premium (i.e., double time and one-half) for all hours worked from 7:00 p.m. to midnight, from midnight to 7:30 a.m. the hours will be compensated at straight time pay. In addition, this Employee is entitled to receive three (3) hours holiday not worked at straight time.

jj) **Sick Leave Pay Option.**

Sick Leave will be paid based on Employee selecting one of the two (2) options below:

Option I: Eight (8) hours of sick leave pay per shift.

Option II: Twelve (12) hours of sick leave pay per shift.

Worker's Compensation or State Disability Insurance – Weekly Leave will be in accordance with the provisions of the Collective Bargaining Agreement. Shift differential will be paid under the same conditions as time worked.

kk) **Vacation.**

Vacation will be paid based on an Employee selecting one of the two (2) options below:

Option I: Eight (8) hours of vacation per shift.

Option II: Twelve (12) hours of vacation per shift.

If a twelve (12) hour Employee returns to his/her previously held eight (8) hour position, which may be the same shift or his/her previous shift (whichever is applicable), he/she will retain his/her prescheduled and approved vacation requests. This will only apply to Employees who return to their previously held positions, and shift, not transfers via the bid system.

If twelve (12) hour shifts are discontinued in the department, Employees will return to their previously held eight (8) hour positions, which may be the same shift or their previous shift (whichever is applicable) and they will retain their prescheduled and approved vacation requests. If additional slots of vacation become available as a result of this, they will be offered first to those who applied during the vacation planning cycle and to those who were denied.

ll) **Education Leave Pay Option.**

Education Leave will be paid based on an Employee selecting one of the two (2) options below:

Option I: Eight (8) hours of educational leave pay per shift.

Option II: Twelve (12) of educational leave pay per shift.

Education Leave Pay for other than a scheduled workday will be paid at eight (8) straight time hours of pay.

If mandatory in-service is held, it will be considered as time worked, for pay purposes.

mm) **Report Pay.**

Employees who report to work without receiving prior notice that there is no work available will receive four (4) hours report pay. All contractual provisions for application of report pay will apply.

Cancellation Of Assignment (may be facility specific).

nn) **Participation.**

Participation in the twelve (12) hour staffing pattern is voluntary. First preference to select the twelve (12) hour shift positions shall be based on Seniority. Employees' current status will be maintained at full time.

If during the conversion, the Employee voluntarily selects a schedule which results in two (2) consecutive weekends being worked, he/she will waive the applicable premium.

Future vacancies for twelve (12) hour shifts will be posted and filled pursuant to the contractual provision regarding Job Posting. Employees will be placed back into their previous shift (e.g., days, evenings and nights) in the event the twelve (12) hour shifts are discontinued.

New positions may be posted noting the 12 hour staffing pattern but each posting must also specify a complimentary eight (8) hour shift position since this staffing pattern is temporary.

oo) **Terms of Agreement.**

It is the intent of the Employer to implement a scheduling system which meets our Health Plan members' needs and supports sound economic practices, while at the same time affording Employees with flexible scheduling preference. Twelve (12) hour shifts are temporary and may be cancelled by the Employer at any time and by the Employee(s) as indicated below.

The parties will consider the following factors in their discussions: Staff vacancies, overtime (additional voluntary sign-up and mandatory) and Employee preference.

The Employee(s) may elect to voluntarily discontinue participation in the twelve (12) hour staffing pattern with thirty (30) days written notification. Likewise, the Employer may also elect to discontinue the staffing pattern with thirty (30) days written notification to the Union.

2. DEPARTMENT DESIGNATION.

On an annual basis, the Employer will submit to the Union a complete listing of departments and Member Service Areas (MSAs) for seniority application purposes.

In the event of a reorganization of departments or MSAs, the Employer agrees to notify the President of the Union and meet with the Union at the Union's request to discuss the implications of the new designation of departments or MSAs.

3. EMPLOYEE HOSPITALIZATION FOR ALCOHOL AND DRUG DEPENDENCY.

If an Employee, who works at the Kaiser Mental Health Centers, in Kaiser outpatient psychiatric services or in Chemical Dependency Recovery Programs (CDRP), requires hospitalization in a psychiatric hospital or requires hospitalization for a medical condition related to alcohol or drug dependency, and is so ordered by an SCPMG physician, then such hospitalization will be arranged at an alternate location from where they work.

4. FLEXIBLE SCHEDULES.

The Employer and the Union recognize that the nature of the Employer's business does not permit the establishment of flexible work schedules for the majority of Employees. However, in the event the Employer determines that such a schedule is feasible, and it is acceptable to the Employees involved and the Union, such schedule may be implemented. It is understood that in order to achieve the above, the contractual provisions relating to the workday as defined in Article VI, Section 2 (*Article XII, Section 2 of the current Agreement*) shall be waived for purposes of overtime payments.

The parties agree that an Employee's written request for flexible schedules will be jointly reviewed to determine the feasibility of implementation. However, the Employer maintains the sole right to discontinue such schedules where efficiency of operations or effective patient care is impeded and/or a negative economic condition evolves.

5. CENTRAL STAFFING FLOAT POOL

The Employer agrees to study the feasibility of developing an on-call Float Pool on a facility by facility or Member Service Area basis.

The parties recognize that the establishment of Float Pools may necessitate the modification of various provisions of the Agreement in order for such Float Pools to be efficient and operationally effective. Therefore, the Union agrees that in the event Float Pools are to be established they will give consideration to Employer requests to modify specific provisions of the Agreement. Any such agreed upon modifications shall be reduced to writing and shall be signed by the President of the Union and the Labor Relations Director of the Employer, or their designees.

Central Staffing-Float Pool Departments may be created as deemed necessary by Medical Center Administration. The Central Staffing Employees may be utilized in specific departments as replacements and/or additional support. Central Staffing-Float Pool may also serve as the entry level for new Employees. Central Staffing Employees may be cross trained to work in several designated

departments of the medical center and may be cross trained in more than one classification.

Prior to the implementation of a Central Staffing-Float Pool Department, the parties agree to meet and confer. An addendum may be prepared to outline any additions or modifications to this agreement. However, nothing in this agreement precludes the Union from filing a grievance on issues related to Central Staffing-Float Pool Department.

Expectations:

- a.) Central Staffing-Float Pool Departments may provide service seven (7) days a week, twenty four (24) hours a day. It is expected that Employees will be available to work the hours and days specified on the job posting for which they were hired, including holidays.
- b.) A Central Staffing-Float Pool Employee who bids or is placed on a long term temporary assignment will maintain his/her status in Central Staffing-Float pool while on such assignment.
- c.) If a regular full-time or part-time job posting outside Central Staffing-Float pool is not bid on, then the least senior Central Staffing Employee in that classification may be assigned to fill the vacancy.
- d.) An Employee who fails to pass his/her evaluation period after transferring out of Central Staffing-Float Pool will be returned to Central Staffing-Float Pool per the provisions of the Collective Bargaining Agreement. An Employee who repeatedly transfers out of Central Staffing-Float Pool and fails to pass his/her evaluation period may be disciplined up to and including discharge.

Seniority:

- a.) Once trained in a specific classification and once having worked within the specific classification, and having successfully passed the evaluation period in Central Staffing-Float Pool, the Employee shall be deemed qualified for the purposes of bidding for a part-time or full-time position in that classification, in departments serviced by Central Staffing-Float Pool. While in Central Staffing-Float Pool, Employees will be expected to rotate through all departments and classification(s) for which they are trained, to ensure a working knowledge of the work performed in each of these areas.
- b.) For the purposes of job-bidding, Central Staffing-Float Pool Employees shall be given the same consideration as any other bargaining unit Employee, except that all of the hours worked – regardless of which department the hours were worked in and regardless in which department the Central Staffing-Float Pool Employee is applying – shall count for the

purposes of (1) determining whether or not an On-Call Central Staffing-Float Pool Employee shall be considered a regular Employee (if s/he has accumulated a total of 2,000 hours of work in the Central Staffing-Float Pool); and (2) determining the relative seniority between On-Call Employees with less than 2,000 hours.

Force Reduction:

Reductions in Force will be accomplished pursuant to the provisions of the Collective Bargaining Agreement.

Benefits:

Employees in Central Staffing-Float Pool Departments will be entitled to all benefits applicable to full-time, part-time, limited part-time and on-call Employees as described in the current Agreement. However, it is understood that vacation scheduling shall be established pursuant to the following procedure:

- Vacations for full-time, part-time, limited part-time and on-call Employees will be granted pursuant to the provisions in the Collective Bargaining Agreement.
- Vacations over a holiday period will be approved only when staffing within the Central-Staffing-Float Pool Department permits. Special circumstances will be considered on a case by case basis.

Overtime:

Overtime hours will be offered to Central Staffing-Float Pool Employees in departments in which they have worked after Employees in said departments have refused the hours. Overtime will be distributed equitably to those Employees who have indicated interest in overtime by signing the Voluntary Overtime List.

However, Employees may be mandated to work overtime in the departments in which they have worked after qualified Employees of those departments have been mandated.

Assignments:

- a.) Assignments within their classifications, for the most part will generally be made on a rotating basis. Central Staffing-Float Pool Employees trained in more than one classification will be assigned to work in all classifications for which they are trained. Management may also make assignments to insure maintenance of an Employee's skill level. None of the foregoing is to be construed as a guarantee of work hours.
- b.) Assignments for on-call Employees will be made within classifications on a rotating basis with the intent of distributing hours equally over a reasonable time period (approximately three [3] months).

6. INDIAN HILL MEDICAL OFFICE.

Indian Hill Medical Office is to be considered as an outlying medical office under the Baldwin Park Medical Center for the application of seniority.

7. MARTIN LUTHER KING, JR. HOLIDAY AND CÉSAR CHÁVEZ HOLIDAY.

During the term of this Agreement, if any other bargaining unit with a Collective Bargaining Agreement with the Employer is granted the Martin Luther King, Jr. or César Chávez holiday as an additional holiday, such holiday will be granted to the Employees covered under this Collective Bargaining Agreement. The parties agree that the Employer will base its scheduling decision (regarding Martin Luther King, Jr. and César Chávez holiday) on staffing and operational needs.

8. PARKING.

Employees parking at the Employer's facilities shall be provided free parking. At those facilities where limited on-site parking is available, Employees (including non-bargaining unit Employees and all other union Employees, but excluding physicians, handicapped Employees and Employees who are required to use their car for Employer business) shall receive on-site parking from a priority list based on date of hire.

Where specific parking problems occur at individual facilities during the term of this Agreement, a meeting shall be held between the Union Field Representative for the facility and the Area Human Resources Leader of the Employer to discuss and attempt to resolve such problems. Such meetings shall be requested, in writing, by the Union Field Representative.

The Employer will maintain free parking unless mandated by regulation to charge for parking.

The parties agree that Employees who visit a Medical Center/Outlying Clinic for a personal medical appointment, and receive a parking ticket, will not be charged for said parking if they adhere to the following procedure:

- a.) Employees will note their name, work extension, and denote "Medical Appointment" on the parking ticket.
- b.) Parking Attendants will not charge Employees who present tickets with the aforelisted information.

Regarding parking at Annandale and the North Hollywood facilities, the Employer agrees to keep the Union apprised of plans for additional parking as they are formulated.

9. PRODUCING NEW CONTRACTS.

The Employer will take the responsibility for producing the new Agreement in at least nine (9) point type size, Any costs shall be shared equally by the parties throughout the term of the Agreement. The Employer will make every effort to provide sufficient copies within thirty (30) days of the signing of the Agreement.

10. RADIATION SAFETY COMMITTEE.

The Employer will appoint a Technical Bargaining Unit member from either the Diagnostic Imaging Department or Nuclear Medicine Department to participate on each Medical Center's Radiation Safety Committee. In selecting a Technical Bargaining Unit member for assignment on the Radiation Safety Committee, the Union will submit a list of recommendations and the Employer will give reasonable consideration to the individuals. No Employee shall lose pay as a result of serving on such committee.

11. REGIONAL LABORATORIES – LUNCH BREAK.

The parties agree that SEIU, UHW Employees at Regional Laboratories facilities (North Hollywood-Sherman Way, North Hollywood-Magnolia Boulevard, Glendale-Clinical Laboratories, and the Endocrinology Laboratory) shall have the option to schedule either a thirty (30) minute or a forty-five (45) minute lunch break, Such scheduling shall be subject to the provisions established in Articles XI and XII, and would be subject to the efficiency of operations.

12. DIAGNOSTIC IMAGING TECHNOLOGIST.

A. Safety.

Each Diagnostic Imaging Technologist working in areas where exposure to radiation may occur shall be provided an ionization badge and if over exposure is indicated shall be given a blood test on a mandatory basis, and the results of such test shall be discussed with the Employee by a physician at the Employee's request. If, in the opinion of the doctor in charge of the Diagnostic Imaging Department, time away from the job is indicated, up to two (2) weeks off with pay will be granted. This time does not affect the Paid Time Off accumulations in Article XVII. The Employer will use all safeguards recognized as accepted medical practice in the community.

The Employer shall continue its Radiation Safety Policy and a bargaining unit member shall become a member of the Central Radiation Committee.

Badge readings will be done on a monthly basis for all Diagnostic Imaging Technologists and the results will be made available to each Employee. Pregnant Diagnostic Imaging Technologists and Nuclear Medicine Technicians shall be transferred out of the radioisotope laboratory, special procedures room, and any other high radiation areas, and shall not be

required to work with portable equipment or fluoroscopy equipment. Such transfer shall be made effective as soon as the Employee's pregnancy is diagnosed, and shall be done with no reduction in pay.

B. Career Ladder.

The Employer agrees to a career ladder as follows:

Diagnostic Imaging Technologist – Radiology I
Diagnostic Imaging Technologist – Radiology II
Diagnostic Imaging Technologist – Radiology III
Lead Diagnostic Imaging Technologist – Radiology IV

Criteria for becoming a Tech I, Tech II and Tech III are as follows:

Tech I – Performs only general Diagnostic Radiologic exams such as chest x-rays and/or routine extremities such as leg, arm or foot.

Tech II – Performs any of the following special procedures on a regular rotational basis: Sialography, Bronchography, Aorthography, Hysterosalpingography, Tomography Studies or Myelograms – excludes Mammograms.

Tech III – Performs the Angiogram and/or Computerized Tomography (CT).

C. In-Service Education.

The Employer agrees to establish a formal in-service program to provide each Technologist with at least two (2) opportunities per year to attend programs intended to improve and upgrade skills and improve their awareness of radiation safety and to provide information on new equipment and techniques. These programs will be designed to train Technologists for progression into higher rated positions as part of the Employer's commitment to train and promote from within the bargaining unit and to foster being the Employer of Choice.

13. COMMUNITY SERVICE.

The Employer and the Union are committed to the success of our communities as well as the success of our organization. We recognize that the Kaiser Permanente organizations and the communities we serve are interdependent. The concept of community service is a rich part of Kaiser Permanente's history and is the basis for many of our business practices. In Southern California, Kaiser Permanente is engaged in a wide variety of community, corporate and public efforts to improve the health status of our communities.

In recognition of this commitment, and to further efforts that contribute to the building of healthy communities, the parties agree to establish a Joint Labor Management Community Services Committee. The purpose of this Committee is

to explore opportunities in the Southern California community where financial assistance or other forms of community service efforts would be seen as a benefit. It also is in keeping with our mutual commitment to serving the community. Areas for consideration could be supporting strategic community agencies, directing financial and technical resources to free and community clinics, and providing grants at the local level to improve the health of our communities and their residents.

The Committee will be made up of six (6) members, three (3) representing the interests of the Employer and three (3) representatives of the Union. Initially, the parties will meet to establish the criteria that will be used in the allocation of funds earmarked for disbursement by this Committee.

Funding for the joint Committee would be provided by Kaiser Permanente and directed to community service efforts using the agreed upon criteria, and only with the mutual agreement within the Committee. The amount of funding for this Committee will be \$500,000.00 effective January 1, 2006 and 500,000.00 effective January 1, 2007. These funds must be utilized in the year they are allotted and may not be carried over. Additionally, the Union has opted to support the Southern California Labor Management Council's Community Service goals by allotting \$250,000.00 in 2006 and 2007 for distribution by the participating Partnership Unions. Funding for subsequent years will be at the discretion of the Employer. None of the allocated funds shall be used for administration of the Joint Committee, and the parties agree that time spent on Joint Committee business by bargaining unit members will be paid by the Employer.

14. OPTICAL DISPENSER VACANCIES

All Journeyman Technicians with two (2) years or more of experience who meet the qualifications for the Optical Dispenser position will be given first consideration over new hires in filling vacancies as Optical Dispensers.

15. TYPING TESTS.

In the event an Employee has taken the maximum number of typing tests per the Employer's Regional policy regarding employment tests and interviews, and said Employee is the most senior bidder for a subsequent position which requires a typing speed greater than previously attained, he/she will be permitted to take one (1) additional typing test to qualify for the new position. Should an Employee apply for a position where the job posting requires a typing speed equal to or less than that required by his/her present position, the Employee will be considered to have met the typing speed requirement for the new position provided the current typing test was taken within the last twelve (12) months.

16. STEWARD SUPPORT

The parties have agreed that we share a joint commitment to implement improvements in areas of support for Union Stewards, below, to recognize and enhance their vital role in the workplace. The following are in addition to contractual provisions:

1. Joint Training Programs – Supervisors & Stewards – Training includes training for supervisors on the role and functions of stewards and understanding the CBA and its intent, training on the contract and labor/management relations, communications and dispute resolution methods. Employer will provide paid time for stewards to attend training, Regional and Local meetings of the Union and Labor Management Groups.
2. Jointly Promote Greater Utilization of More Stewards. The parties will create a better process by which to release stewards for activities and coordination between supervisors concerning steward release time. All grievance meetings will be held on work time and if a steward has to come in on a day off, he/she will be paid. This will include more paid time allowed for stewards.
3. Mutually Accessible Archival System – For grievances and arbitrations, so both parties are not “re-inventing the wheel.”
4. The Steward / Mentor Program allows both the senior stewards and the new steward to work on grievances and issues in the workplace while on company time.
5. Stewards to be Involved in Operations. There will be regular education meetings with stewards to discuss operational goals.
6. Mutual respect will be reinforced consistently and in training programs. The Employer will eliminate retaliation for acting as steward and promote communication between administration and union stewards/union representatives.
7. There will be a joint committee established by senior partnership council to address supervisor issues. The Employer will make union relations a part of management evaluation.
8. The Employer will establish a union office at each facility for stewards, and Contract Specialist use with secure mail, use of fax, telephone, copier, computer and e-mail for union communication as well. A computer supplied by Union at each facility for members to access information (future).
9. There will be joint recognition for stewards, management and physicians who promote partnership and better Employee relations.

17. **STATUS 5 AND EXEMPT JOB REVIEW FOR INCLUSION IN THE BARGAINING UNIT**

As part of these negotiations, the Union has requested and received a list of Employees identified as Status 5. The Union has also requested a list of Exempt Non-Supervisory positions for the purpose of reviewing and determining if these positions should be placed in the Bargaining Unit. The Employer concurs with this review and commits to working collaboratively with Union Representatives to facilitate the movement of appropriate positions into the Bargaining Unit expeditiously. The Employer further agrees to provide all relevant information, in a timely manner, necessary to make the above determinations.

The parties agree that it will take no longer than three (3) months following ratification to conclude this process. To that end, the Employer and the Union will work collaboratively over the next three (3) months to conclude this work.

Committee members shall be restricted to three (3) Union Representatives and three (3) Employer representatives at any given meeting. Union Employees involved shall be paid for time spent in this committee and its activities.

In the event of a dispute, the dispute shall be submitted to the procedure in Section 2 C of the National Agreement.

2005 Agreements:

Organizing Agreement – Suspension and Renewal: In 2004/2005, the parties entered in to an organizing agreement for a certain section of the Employer’s “Status 5” Employees, who have been determined and agreed to be bargaining unit eligible. The parties have agreed to suspend the timing of this agreement during its term and extend the timing. The parties have agreed to extend the current organizing agreement to restart January 15, 2006, and renew a full term for organizing, from the date.

Authorization cards, signed by Employees and dated from the date of commencement in the renewed agreement in 2006, through the term of the renewed agreement, shall be honored as valid in the determination of majority status through completion of timelines under the renewed agreement.

Additionally, the Employer and the Union agree that former “Lower level exempt” positions are bargaining unit eligible, to be included in the UHW bargaining unit. The Employer shall provide a list of all such Employees with detailed information as soon as possible to enable the parties to formulate an organizing agreement for this Employee group. The parties shall meet in the near future to agree on an organizing agreement and timelines for this group of Employees, with the organizing to occur in 2006.

18. JOB EVALUATION

Joint Committee – Pay Grade Relationships, Modification of the Evaluation Manual and Modification to Rate Ranges

Following ratification of the 2000 Labor Agreement, the parties agree to meet to complete the defined work related to re-alignment of the current Pay Grades identified by Labor and Management; re-alignment of the Evaluation Manual, and also to modify pay rate ranges. Further, the parties agree that there is not enough money in the equity fund (the amount defined by the CIC (Common Issues Committee), to implement the necessary modifications, after the parties have concluded negotiations over these equity funds, the work will be completed and placed on hold until sufficient funding is available to implement. The work of this committee shall be coordinated and merged with the work and timing of the process identified in Section 9 — 2nd Year Equity, of the “Union Settlement Proposal” dated September 12, 2000.

Committee members shall be restricted to six (6) Union representatives and six (6) Employer representatives at any given meeting. Union Employees involved shall be paid for time spent in this committee and its activities.

In the event of a dispute, the dispute shall be submitted to the procedure in Section 2 C of the National Agreement.

19. “OTHER OBLIGATIONS”

Uniform Policy. The parties have agreed that if the Employer is contemplating a change to the Uniform Policy, they shall meet and confer with the Union.

Union Dues. The parties acknowledge that Part Time, Limited Part-Time, Temporary and On-Call Employees have an obligation to pay Union Dues and the Employer will be kept informed of current dues and initiation rates by the Union.

Other Agreements. The parties agree to let the following Agreements from the 1996-2001 Agreement expire with the understanding that Employees covered by those agreements have continued rights as described in each: Health Plan Eligibility, Sick Leave Pay-off, and Financial Counselor

20. ADVANCED STEP PLACEMENT AT HIRE.

Advanced Hiring Criteria.

The parties agree that prior to the implementation of the Advanced Hiring Criteria a legitimate recruitment problem must exist. Further, the Employer will notify the Union prior to the implementation of its intent to utilize the Advanced Hiring Criteria and, upon request of the Union, the Employer will supply a list of all impacted Employees in the affected classification.

It is understood that once Advanced Hiring Criteria is implemented for a particular classification, it will remain in place for the duration of the current Collective Bargaining Agreement, unless the parties mutually agree that the recruitment problem is resolved, at which time the Employer will discontinue using the Advanced Hiring criteria for the affected classification.

Process for determining years of experience

Hire rate

New Grad or Less than 1 year of experience
One (1) or more years of experience

Start Rate – Step 1
Two Year Rate – Step 3

Advanced hiring criteria will be applied classification-wide unless the parties mutually agree to utilize the procedure noted in the paragraph below. When new hires are hired-in at the two (2) year (Step 3) rate, all current Employees in the affected classification will be advanced to the two (2) year (Step 3) rate and their service date shall not be changed. The effective date of such advancement shall be the date the first new-hire in the classification is hired at the two (2) year (Step 3) rate.

The parties recognize that there may be special circumstances where recruitment issues are restricted to a specific geographic or functional location within a classification (i.e. Service Area or Medical Center). If the parties mutually agree that such a situation exists, Advanced Hiring criteria will be applied in the classification at the specific, mutually agreed upon geographic or functional location. In such cases, existing Employees in the classification at the specific geographic or functional location will be advanced to the two (2) year (Step 3) rate as outlined above.

21. JOB SECURITY, EDUCATION AND TRAINING.

The skills needed by Employees in today's and tomorrow's workplace are changing at an ever increasing pace. To be the Health Care Employer of Choice and a highly regarded and well managed organization, Kaiser Permanente is committed to making resources available to Employees to assist in areas of education, training, re-training, and workforce planning. We acknowledge that we have a responsibility to contribute to future employment needs in a proactive fashion. We are therefore interested in enhancing the skills, and thereby the marketability and employability of the workforce. Due to sweeping changes in health care, we are committed to working with the Union, to keep the Union informed of our activities, discuss plans, share ideas and provide a forum for input.

The following describes areas where the Employer and the Union can work together to assist Employees:

Section 1 – Workforce Training, Re-training, Education and Job Placement.

a.) **Job Training.**

Plan and coordinate training, re-training, education and career advancement programs both internal and external to the organization. Displaced Employees will receive up to one hundred sixty 160 hours paid training time for vacant positions for which an Employee can qualify with such training.

b.) **Work force Forecasting, Utilization and Planning.**

Forecast and communicate future job trend and emerging skill requirements to Employees, as well as license and certification changes, and new technologies affecting future careers.

Analyze utilization of full-time, part-time, limited part-time and on-call staff to determine ways to create more full-time positions and appropriate utilization of part-time, limited part-time and on-call status Employees which may include using staff across departmental, entity and Member Service Area lines.

Forecast human resource needs and proactively commit to the placement of displaced Employees into vacant positions for which they qualify or can perform the responsibilities with minimal training.

c.) **Skill Expansion.**

Teach Employees new skills, or enhance skill proficiency, to enable them to perform current or future job responsibilities, and increase their marketability and employability.

d.) **Performance Planning.**

Assist Employees in understanding the goals and needs of the organization and help them to create plans that align their career objectives with organizational human resource needs.

e.) **Eliminating Barriers.**

Work with the Union to identify and eliminate contractual barriers, including re-examination of current minimum job requirements, and change management practices which will enhance Employee job security and upward mobility.

f.) **Job Counseling Services. Skill Assessment and Career Development.**

Provide job counseling services to Employees and assist them using various tools to assess skills, interest areas and formulate individual career plans.

- g.) **Develop a Communication Plan.**
Work with the Union on developing communication plans that will keep Employees informed of activities and create mechanisms for Employee input concerning ideas, suggestions and activities for Kaiser Permanente and the Union to consider.

Section 2 – Services to Displaced Employees.

(Provided the terms and conditions of the National Agreement on Employment and Income Security are followed).

- a.) **Outplacement Services.**
Prepare displaced Employees in seeking employment by assisting them with job search techniques such as resume preparation, interviewing and networking skills, and provide access to support services such as telephones, office space and personal computers. Funding opportunities can be expanded which could assist displaced Employees through the work of the Joint Labor Management Community Services Committee as Employees may secure employment in the community under this program.
- b.) **Linkages with Community.**
Create links with the community to assist displaced Employees in securing outside employment, keep abreast of industry changes, and identify possible community placement sources and opportunities for marketing skills.
- c.) **Training.**
Provide skills training to assist displaced Employees in competing for both internal and external positions using workforce planning and forecasting to identify potential internal placement sources.
- d.) **Rehiring of Displaced Employees.**
Priority consideration for employment will be given to qualified referrals for future job placement within the organization. Within ninety (90) days of contract implementation, the Employer will develop an internal matching system for placement of laid-off Employees into vacant positions throughout the region prior to filling positions by outside hires.
- e.) **Severance Programs.**
The 1996 Severance Program assists Employees by providing income protection and extended health care benefits based on length of service and other eligibility factors. Continuance or modification of the Severance Program will be negotiated on an annual basis.
- f.) **Supplemental Income.**
All eligible Employees laid off by the Employer will be entitled to receive unemployment insurance in compliance with the State of California.

Section 3 – Funding – Joint Education/Training Fund.

In addition to carrying over unspent funds from the 1996 contract, the Employer will continue the jointly administered fund with an additional \$200,000.00 on January 1, 2006; \$200,000.00 on January 1, 2007; \$200,000.00 on January 1, 2008; \$200,000.00 on January 1, 2009; \$200,000.00 on January 1, 2010. Each of the increases or any unused portion of the increase may be carried forward until the expiration of the current agreement. The purpose of the fund is to maximize training, re-training, education, skill enhancement and career advancement opportunities with the Employer for Employees represented by the Union, and to meet identified human resource needs as joint labor management initiatives. Additional funding will be solicited from State, Federal, and other sources in collaboration with the Union. Fund expenditures will be jointly made. Employees in fund Programs are qualified to receive severance benefits which are in place at the time of lay off.

22. IN-HOUSE TRAINING PROGRAMS.

The parties agree that the implementation dates noted on items A through G are best case estimates and the implementation of the Programs need additional study and resource allocation. In an effort to answer cost and training capability questions, an initial expenditure of JSET Funds will be utilized to conduct a Joint Study regarding the programs. JSET Funds will also be utilized to fund the development and implementation of agreed upon programs. Further, the parties agree that development and implementation of the recommended training programs are dependent on the availability of funding. The committee should also be charged with responsibility for determining Employee access to available training, Employee placement following training and continuation of such programs. In an effort to ensure start-up and continuation of such programs, the parties commit to make every effort to locate additional funding through grants and other internal resources.

A. LVN Career Ladder Program.

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit LVN I/II to assume LVN III positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior LVN I/II, regardless of the Employee's lack of prior experience.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No LVN shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than _____ months in duration. In the event a participant fails to pass the program, the LVN shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “LVN License Required — Willing To Train” and shall be available to internal LVN I/II applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with “On-Call”, Registry or Traveler LVNs.

Depending on the numbers of bargaining unit LVNs desiring to enter the Program, the Employer agrees to train no less than twenty (20) enrollees in the first offering of the Program.

In the event there are fewer than five (5) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than twenty (20) applicants for the initial program and provided there are at least five (5) LVN III vacancies, the Employer commits to a ongoing training program until all applicants are accommodated or the need to fill vacancies subsides.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit Employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant LVN I/II shall be promoted to and assigned the LVN III position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit LVN IIIs.

B. Ward Clerk Transcriber Training Program.

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Employees to Ward Clerk Transcriber positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee, regardless of the Employee’s lack of prior hospital or Ward Clerk experience. Minimum requirements will be jointly determined by the Union and Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than ____ weeks in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as Ward Clerk Transcriber – Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with “On-Call”, Registry or temporary Employees.

Depending on the numbers of bargaining unit Employees desiring to enter the Program, the Employer agrees to train no less than ten (10) enrollees in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to a ongoing training program until all applicants are accommodated or the need to fill vacancies subsides.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit Employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the Ward Clerk Transcriber position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

C. **Diagnostic Imaging Technologist Program.**

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Diagnostic Imaging Technologist to higher level Tech positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee. Minimum requirements will be jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than eight (8) weeks in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “Diagnostic Imaging Technologist” [MRI Tech, (Level III Angio Tech, CT Tech) Mamo Tech II] — Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with “On-Call”, Registry or temporary Employees.

Depending on the numbers of bargaining unit Employees desiring to enter the Program, the Employer agrees to train no less than sixteen (16) enrollees in the region (2 per Medical Center) in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to an ongoing training program until all applicants are accommodated.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit Employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the applicable Tech level position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

D. **Surgical Technologist Career Program.**

No later than October 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Surgical Techs or any other Union member who has successfully completed an accredited Surgical Technology Program, to learn advanced skills and multiple procedures or to become Qualified for a Surgical Technologist I entry level position. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than eight (8) weeks in duration, In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “Surgical Tech I / II — Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with “On-Call”, Registry or temporary Employees.

Depending on the numbers of bargaining unit Employees desiring to enter the Program, the Employer agrees to train no less than ten (10) enrollees in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to a ongoing training program until all applicants are accommodated.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit Employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the Surgical Tech level position for which he/she applied.

The core learnings and abilities required of the Surgical Tech II level will be jointly determined by the Union and the Employer. Upon reaching agreement on the core learnings and abilities required, each Surgical Tech will be evaluated to determine current level attained. Those Techs who are already functioning at a II Level will be reclassified upward no later than the first day of the first pay period of the month of October 1, 2001.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

E. **Cardiac Cath Diagnostic Imaging Technologist.**

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Diagnostic Imaging Technologists to higher Cardiac Cath Diagnostic Imaging Technologist positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee. Minimum requirements will continue as jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than six (6) months in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "Cardiac Cath Diagnostic Imaging Technologist – Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary Employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of Employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Cardiac Cath Diagnostic Imaging Technologist position for which he/she applied.

This agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

F. **Cardiac Cath Technologist.**

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Employees to higher level Cardiac Cath Technologist positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee. Minimum requirements will continue as jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than six (6) months in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “Cardiac Cath Rad Technologist – Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary Employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of Employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Cardiac Cath Technologist position for which he/she applied.

This agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

G. **Central Processing Technician “CST”.**

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Employees who have successfully completed an accredited CST program, to become qualified for a CST entry level position. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee. Minimum requirements will continue as jointly determined by the Union and the Employer. The experience requirement will be waived.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than six (6) months in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “Central Supply Tech – Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary Employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of Employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Central Processing Technician position for which he/she applied.

This Agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of incumbent Central Processing Technicians.

23. 2ND YEAR EQUITY– NEW JOB DEFINITIONS

The purpose of this letter is to set forth the understandings reached in negotiations concluded November 29, 2001 which are effective through the term of the current contract and are fully enforceable through the grievance and arbitration provisions of the contract.

a.) **Medical Assistant (New).**

A new job description will be developed for Medical Assistant that will reflect the job duties of a Clinic Assistant and set forth a minimum requirement that the position require education as a “Certified Medical Assistant”.

Current Clinic Assistants will be evaluated for proper level placement at either the MA or Clinic Assistant level. Those who are Medical Assistant certified will receive upward wage adjustment retroactive to October 1, 2001. Should the Employee’s file not contain documentation of MA certification, the Clinic Assistant will be asked to provide documentation. All Clinic Assistants who possess the MA certificate shall be placed in the Medical Assistant classification.

Clinic Assistants who possess MA certification will be placed into the MA classification even if certification was not a “minimum requirement” of the job he or she was hired into or transferred into.

Current Clinic Assistants who have not already been required to complete the Employer’s “enhanced training program” will not be required to do so.

The evaluation process will be completed no later than January 31, 2002.

b.) **LVN II AND III.**

The job requirements for an LVN I position will immediately be modified to require no more than 1 year experience in a clinic or acute care setting, an LVN license and CPR card.

The Employer and the Union will jointly develop new job descriptions outlining the minimum requirements for the LVN II and III positions. The

parties shall also jointly develop an evaluation process to determine which LVNs are to be retro-actively placed at the II or III level retroactive to October 1, 2001.

An LVN II level position applies to work assignments in GI Lab, Immunization Clinic, HIV Clinic, ENT, Employee Evaluation, Home Health, Oncology, General Surgery, Orthopedics, or Allergy or in positions that required at the time of hire (or subsequently), that an LVN have a certificate (e.g. BCLS), specialized training, special skills or more than one (1) year of experience as an LVN in a clinic or acute care setting.

An LVN III level position applies to any LVN position that required at the time of hire (or subsequently) that an LVN be IV Certified or to any LVN that utilizes IV skills in the course of his/her employment.

The joint evaluation process will be completed no later than February 28, 2002.

It is not the intent of this agreement that any current LVN be reduced in pay or classification.

It is the intent that LVNs who desire to be trained to attain level II or III, be trained in seniority order before any level II or III is hired from the outside.

c.) **Respiratory Care Practitioner I, II and III.**

The Employer and the Union will jointly develop a new job description outlining the minimum requirements for the RCP II and III positions.

An RCP II level position, applies to work assignments requiring an RCP to be trained to work in any Adult Critical Care area or any general Pediatric Care area.

An RCP III level position applies to work assignments requiring an RCP to be trained to work in any NeoNatal, Critical Care or Pediatric Critical Care area. RCPs will be evaluated to determine proper level placement retroactive to October 1, 2001 through a process of file review, or through skills validation, should the file not contain such validation. The joint evaluation process will be completed no later than January 31, 2002.

A Labor/Management Committee will jointly develop and conduct a skills validation process should it be necessary to evaluate current Employees or new hires.

It is the intent that Respiratory Care Practitioners who desire to be trained to attain level II or III, be trained in seniority order before any level II or III is hired from the outside.

d.) **Surgical Tech II (New).**

The Employer and the Union will jointly develop a new job description outlining the minimum requirements for the Surgical Tech II position and jointly evaluate Surgical Techs to determine proper level placement retroactive to October 1, 2001 at the II level.

A Surgical Technologist II level position applies to Surgical Technologists who (1) possess the equivalent of two (2) years full-time experience in an acute care OR setting, and (2) qualifies as a "first scrub" in more than one specialty area (e.g. Gastro-Urinary, Vascular, ENT, OB/GYN, etc.) and (3) is LCC-ST credentialed.

Credentialing will not be required for level II placement for Employees hired prior to November 30, 2001.

The evaluation for proper level placement shall be based on the Supervisor's evaluation of meeting the 2-year equivalent experience requirement, multiple specialties qualification as "first scrub," and a file review for LCC-ST, if needed.

Any Surgical Technologist may challenge the Supervisor's denial of level II placement through taking a skills validation test jointly developed by a L/M Task Group to ascertain multiple specialties qualification. This test may be taken two (2) times in a 30-day period but not more often than every six (6) months.

It is the intent that any Surgical Technologist who desires training in multiple specialties, be provided such training and that the training be offered based on Seniority. It is the intent that Surgical Technologists who desire to be trained to attain level II, be trained before any level II is hired from the outside.

e.) **Central Supply Tech II.**

The Employer and the Union will jointly develop a new job description with minimum requirements for the Central Supply Tech II position and jointly evaluate Central Supply Techs to determine proper level placement retroactive to October 1, 2001.

CST "certification" will not be a requirement to become a level II.

A Central Supply Tech II level position applies to CSTs who demonstrate through standardized testing the ability to accurately pack OR instruments (correct instruments in appropriate position and sequence).

A joint L/M work group will develop and administer a standardized test that any Central Supply Tech may access to demonstrate Level II abilities. The test will be developed and administered to current staff no later than February 28, 2002. The test may be taken 2 times in a 30-day period.

Future ability to promote to Level II will be based on the availability of a posted vacant level II position. For entry into a level II position, testing will be required for both promotion from level I and for outside hires.

It is the intent of the Employer to train level I Union represented Employees, in seniority order, before filling any level II position through outside hire.

24. ON-CALL AND LEAD POSITIONS

Wages and wage scales shall be adjusted retroactive to October 1, 2001 for all On-Call and Lead positions to maintain the appropriate higher rate of pay of On-Call and Lead Positions.

Current Leads shall be adjusted to the appropriate Lead classification and pay level based on meeting the requirements of the position (e.g. a current Lead LVN II who meets the qualifications for a new LVN III would become a Lead LVN III and paid 5% above the LVN III level). It is not the intent of this agreement to eliminate any Lead positions or that any Lead be demoted in classification or pay.

25. LABOR/MANAGEMENT PARTNERSHIP TRUST CONTRIBUTION.

This Agreement provides funding for UHW-represented Employee contributions to the LMP Trust as follows:

Effective: 01/01/2002 —.06/hour/Employee
 10/01/2003 —.07/hour/Employee
 10/01/2004 —.08/hour/Employee
 10/01/2005 —.09/hour/Employee

Since 2nd year equity dollars were used to fund this contribution, there will be no reduction to future annual pay increases during the term of the contract and no payroll deductions to fund the Employee's L/M Trust obligations.

October 2001 Through December 2001 Lump Sum.

The agreed upon delay of the Union represented Employee contribution to the LMP Trust of .06/hour/Employee from October 1, 2001 through December 31, 2001 has generated \$351,859.00 in one time funds.

The parties agree that these funds shall be used jointly and administered through a Labor Management Committee to plan and schedule a series of Kaiser/Union Employee recognition events during the term of the contract.

26. **RESOURCE NETWORK.**

The following represents the terms and conditions under which the Resource Network will be implemented. Except where the parties specifically agree in writing, all terms and conditions of the collective bargaining agreement apply.

The Resource Network will function, on a trial basis, for one (1) year. On conclusion of the year the parties will meet to determine the necessity for modification or discontinuance of the program. Should the parties agree to the permanent continuance of the program, a letter of agreement will be drafted and signed by the parties. It was agreed that during the first year of this pilot operation, we would meet at least once every 90 days to assess operations and resolve issues which arise. It is also clear that meetings may occur more frequently as dictated by the nature of issues which arise, or if grievances are filed.

Resource Network Employees will be utilized in accordance with Article V, paragraph 517, item 10 (*Article XVI, Section 6 of the current Agreement*) of the Collective Bargaining Agreement.

Further, it is understood that the posting of specific hours for the part-time positions is on a non-precedent setting basis and will not serve as a basis for resolving grievances or arbitrations involving such postings.

Employees may work in more than one classification only if the contractual pay ranges are exactly the same.

Full-time positions will be posted with shift and hours of work. Part-time positions will be posted with shift and hours of work.

Where applicable, Employees must make themselves available for a work assignment of two weekends each month.

Employees must commit to work at least three (3) designated holidays per year and one of the holidays must be either Christmas or Thanksgiving.

Seniority Language for Resource Network Handbook.

1. **Entering the Resource Network Pool.**

Employees will use Bargaining Unit Seniority into the Resource Network Pool.

2. **Assignment of Work.**

Seniority, for assignment of work, for full-time and part-time Employees will be based on an Employee's most recent date of hire into a classification covered by the Collective Bargaining Agreement (bargaining unit seniority). Once an assignment is made, an Employee will not be displaced by a more senior Employee. This language is applicable until full

(Regional) implementation of the Union Resource Network is achieved. It will then be reviewed for continued or modified application.

Prior to the utilization of Resource Network Employees, additional straight time hours will be offered per the language of Article V, paragraph 517 (*Article XVI, Section 6 of the current Agreement*) of the Collective Bargaining Agreement.

3. **Promotion and Transfers.**

On date of hire or transfer into the Union Resource Network, the Employee must designate a "Primary" Medical Center. Thereafter, when positions are posted in a Resource Network Employee's "Primary" Medical Center, Employees may exercise their bargaining unit seniority pursuant to the contract, as follows: Department/Regional Services Area/Medical Center Area, MSA, and Region.

4. **Kaiser Involuntary Time OFF (KIT).**

In the event of a cancellation situation, Kaiser Resource Network Employees will be cancelled after External Registry, but before Employees who work in the affected home department.

5. **Reduction in Force.**

Article XVI, Section 5 of the Collective Bargaining Agreement should be applied for Reduction(s) in Force and Recall.

In a reduction in force and subsequent recall, the principle of bargaining unit seniority shall govern, providing that merit and ability are adequate.

The Resource Network will be considered the laid off Employee's Department as defined in Step Four in the Force Reduction process.

Employees who do not qualify for Step 2 or Step 3 of the Force Reduction process, as defined in the collective bargaining agreement, may displace the least senior Employees in their current classification, shift, and status in their "Primary" Medical Center Area/Regional Service Area. As defined in #2 of Step 4.

Should a Resource Network Employee fail to displace a least senior Employee in Step 2, 3, or 4 of the Force Reduction process, then the Employee would exercise the rights defined in Step 5 and recall described in the Collective Bargaining Agreement.

In the event of a Resource Network RIF or Termination of the Pilot program, the Union and the Employer shall meet to discuss the application of Article XVI, Section 5 of the Collective Bargaining Agreement.

Nothing herein shall preclude the parties from modifying the program or these agreements by mutual agreement.

All other issues raised by either party will be discussed and addressed as appropriate.

27. REDUCTION IN FORCE TO 36 HOURS PER WEEK

Employees working thirty-six (36) or more hours per week who were formerly full-time Employees prior to a mandatory reduction in force shall be considered full-time Employees and shall receive benefits as such for a period of time not to exceed one (1) year from the date of the force reduction.

28. SHOP STEWARD TRAINING AND DEVELOPMENT

In order to build union capacity and better support the Labor/Management Partnership, Shop Stewards will be provided up to eight (8) hours of paid time per month to attend Training and Development Activities as defined in the 2005 National Agreement designed to enhance their effectiveness and the Labor/Management Partnership. To achieve maximum benefit and to ensure that the operational needs of the organization are met, the following conditions will apply to the Shop Steward Training and Development Program:

1. In order to ensure the continuity of operations and the availability of adequate replacement staff, the Union and/or Steward will provide as much advance notice of training and development as possible. The notice will include the date, time and location of the training and development program. Release for such training and development may be based on operational needs, but will not be unreasonably denied.
2. For training and development activities in the Shop Stewards' home work location, Shop Stewards will follow the normal administrative processes for reporting their hours of work in the "Time" system and will be paid for "time worked" up to eight (8) hours per month.
3. For training and development activities outside the Shop Stewards' home work location, Shop Stewards will submit a statement identifying the "time worked", up to eight (8) hours per month, for inclusion in the payroll system. Applicable State and Federal regulations related to travel time will apply.
4. As per the National Agreement, these hours may be accumulated month to month to allow flexibility.
5. The Shop Stewards' paid time will not be used in a manner that could be construed by the National Labor Relations Board as a violation of the National Labor Relations Act, as amended.

29. BILINGUAL DIFFERENTIAL

1. This Side Letter will apply until the Bilingual Program referenced in Article XIII, Section 7 is implemented or discontinued.

2. Employees who have a demonstrated ability in a second language (to include sign language for the hearing impaired) and are routinely required to translate five percent (5%) or more of their work time, shall receive a bilingual differential in the amount of \$65 per month or \$0.375 per hour and paid on all hours compensated per biweekly pay period.
3. Employees shall not be required to translate unless they are receiving the bilingual differential except for emergencies or at the time when a designated interpreter is unavailable. Employees not pre-assigned to receive bilingual pay, when requested or required to translate, shall receive bilingual pay for all hours worked that day.
4. A list of all qualified interpreters receiving the bilingual differential shall be posted at each facility which shall include the additional language of fluency and shall be updated quarterly.
5. The parties agree that if an employee declines to translate for a reasonable reason then no discipline will occur. Additionally, if an individual who is not qualified is required to translate then said employee will not be held accountable for any mistranslation.
6. The criteria listed on a job posting must be related to the actual duties involved in the position. Employees filling vacancies posted with the criteria "Spanish Speaking Preferred" shall be paid the bilingual differential provided they meet the requirements as outlined in Article XIII, Section 7.

30. PART TIME ADDITIONAL PERMANENT HOURS

Part-time employees shall have the option to claim additional permanent part-time hours as they become available in the employee's classification and department up to eight (8) hours per day and forty (40) hours per week based on the employee's seniority and ability to perform the work. The parties agree, however, that the Employer must maintain an ample force of qualified part-time employees.

31. CLASSIFICATIONS AND WAGES

- A. Each job shall continue in effect until or unless there is a change in job content sufficient to justify reclassification or the job is no longer in existence.
- B. Job Families
 - Service & Maintenance/Production
 - Clerical
 - Patient Care/Technical

- C. The Standard Hourly Wage Structure for all job families include a six (6) step rate progression consisting of a Start Rate, One (1) Year Rate, Two (2) Year Rate, Three (3) Year Rate, Four (4) Year Rate, and Five (5) Year Rate. Step progression is based on calendar months of service in the classification for full-time employees and equivalent service in the classification for part-time employees. (One calendar month equals 173.333 hours).
- D. Each employee will be assigned a job classification title.

32. RED CIRCLE RATES

- A. “Red Circle” – when appropriate – shall apply only for the occupancy of his/her present job or position or of succeeding jobs for which the Standard Hourly Wage Rate is less than the “Red Circle” rate.
- B. It shall be the intent of the parties to eliminate “Red Circle” rates gradually, utilizing normal promotions, advancements from one (1) step wage rate to the next, turnover of employment, and offsetting “Red Circle” rates against general and uniform increase in rate of pay.
- C. Lateral transfers or downgrades at the specific request of the Employer shall not be cause to eliminate “Red Circle” rates.
- D. If an employee is upgraded from a job in which he/she is receiving a “Red Circle” rate and thereafter, within one (1) year, is reassigned or downgraded to said job or position formerly occupied, he/she shall be entitled to continue to receive the “Red Circle” rate as if he/she had been continuously employed therein. If such reassignment or downgrade to said job or position occurs subsequent to one (1) year after upgrading therefrom, such employee shall be paid a the established hourly wage rate for the job or position.
- E. A “Red Circle” rate shall not restrict the payment of the longevity rate referred to in paragraph 426 of this Agreement.

SCAL APPENDIX B

KP HEALTHCONNECT/SEIU-UHW EFFECTS BARGAINING – SCAL TENTATIVE AGREEMENT

October 1, 2005

This Agreement is entered into by Kaiser Permanente and UHW with the intent that the KP Health Connect initiative will transform the way Kaiser Permanente delivers healthcare. KP members will experience this transformation in the way they receive care and service. KP staff will experience this transformation in the way they are supported in providing care, the way they work with each other and their opportunities for personal growth and development.

Our goal is to create an environment where all staff has the opportunity and support to freely engage in the transformation effort. The following work and the work of the National KP HealthConnect Agreement demonstrates our joint commitment to the successful implementation of KP HealthConnect and the full realization of its benefits and provides guidance to the region to achieve this vision. In accomplishing this goal we will continue to make Kaiser Permanente the model for healthcare delivery.

It is also the intent of the parties that the implementation of KP HealthConnect will include the involvement of its employees in a true LMP setting.

I. **KPHC Project Temporary Employees.**

a. **Vacancies Not Filled--Attrition.**

Beginning six (6) months prior to the go-live date of the facility's Ambulatory suite, or as soon as practicable, vacancies that occur in the Out-Patient Medical Records (OPMR) department will not be filled on a permanent basis, except as provided below.

b. **Offering of Available Work.**

Because the Employer generally wishes to avoid the use of intermittent and temporary personnel it will seek to offer available work in the OPMR to existing employees. After additional, available hours are offered once by seniority to qualified current employees in the OPMR, positions will be posted. KPHC Project Temporary positions will be posted as benefited positions despite their temporary nature.

(i.) **Postings Within the Department.**

Hours, which become available due to a vacancy, will be posted as a complete set of hours for the three (3) days expedited posting period within the Department. A "complete set of hours" means that a vacancy will be offered and granted with its full complement of hours, e.g. twenty (20) hours, thirty-two (32) hours etc. The hours will not be broken into segments, unless otherwise mutually agreed upon.

As a result, a part-time, short-hour, or on call employee may bid on the available benefited position provided that, in the case of the short hour or part-time employee, the hours of the position must not conflict with her/his current predetermined schedule. In the case of conflict with her/his schedule, and by mutual agreement of the parties, s/he will have the option of either remaining in her/his current position or taking the posted position.

An employee within the OPMR department at the time of notification of go-live, who is subsequently awarded a position with more hours within the department, will only maintain her/his rights to employment and income security based on her/his former PAR level.

(ii.) **Postings During the Seven (7) Day Period.**

If no employee in the Department successfully bids for the available position, the benefited vacancy will be made available and posted as a KPHC Project Temporary position.

(iii.) **On Call Employees Awarded KP HealthConnect Temporary Positions.**

Because of the temporary nature of the positions, employees outside the OPMR Department, only on call employees may bid for KPHC Project Temporary positions.

While in the KPHC Project Temporary position, they will be treated as such for purposes of the Collective Bargaining Agreement and this Agreement, e.g. their bidding rights in their former Department will be affected while they remain in the Project Temporary position.

(iv.) **Acknowledgement of Status.**

On Call employees outside the OPMR Department who are awarded KPHC Project Temporary positions will be required to sign a form that acknowledges that they understand that their status has changed and will affect their rights to bid into positions in their former department while in the KPHC Project Temporary position. The form will acknowledge that they have done this in exchange for the temporary benefited status they will enjoy.

c. **KPHC Project Temporary Employee (Hired from the Outside)**

A KPHC Project Temporary employee is defined as an employee that in all ways is the same as a temporary employee described in the current Collective Bargaining Agreement, except such KPHC Project Temporary employee:

(i.) Will be in benefited positions;

(ii.) Will exercise her/his seniority after all other temporary employees in the order of application contained in the current Collective Bargaining Agreement.

- (iii.) May have her/his period of temporary status extend beyond ninety (90) days but, in no case, beyond twelve (12) months, unless mutually agreed by the Union, the Employer, and the employee;
- (iv.) May not use her/his employment to claim over utilization, except if there is a suspected violation of c (i.) above;
- (v.) Is not subject to the Employment and Income Security Agreement while in such status; and
- (vi.) Will be released from her/his employment upon termination of temporary work in the OPMR, provided s/he has not successfully bid on another position.

d. **Agreement's Application to Other Classifications.**

The provisions of this entire Agreement are not intended to apply exclusively to OPMR but also to other employees whose classification is similarly impacted by KPHC.

II. **Available Positions and Training Opportunities.**

a. **Notice of KP HealthConnect.**

Employees whose position will be affected by KP HealthConnect will be given notice of at least four (4) months prior to the go-live date, or earlier if practicable, of the suite, which will impact their positions. The Employer will provide adequate introduction to the new system, including employee meetings where employees will have the opportunity to ask questions.

(i.) **PC Skills Assessment.**

At least three (3) months prior to the deployment of personal computers (PCs) or three (3) months prior to the applications training for the KP HealthConnect suites, the Shirley Ware Education Center (SWEC), in conjunction with the Employer, will conduct PC skills' assessments for employees who will be using the new applications and the employees in the OPMR.

(ii.) **Employee Confidentiality.**

To guarantee employees' confidentiality in determining PC skills, the Employer will provide PC assessments from a mutually agreed upon source for its employees impacted by the implementation of KP HealthConnect.

(iii.) **Career Counseling.**

At least three (3) months prior to the go-live of the Ambulatory suite of KP HealthConnect, SWEC or another mutually agreed upon provider will conduct career counseling for employees in OPMR with a short term focus of expeditious placement of employees in Primary Level positions and counseling for long term goals for Advanced Level positions. If there is a

difference between an employee's short term and long-term goals, it is understood that the short-term goals will take precedence for the purposes of this Agreement. Other employees may participate in career counseling as currently provided in the facility. To ensure that adequate career counseling and subsequent case management is available, employer and union representatives will jointly review both internal and external resources and select, by mutual agreement, a provider that meets the defined needs at a competitive cost.

b. **Bidding Rights of OPMR Employees.**

Once it has been determined that certain positions will be displaced, the employees in those positions will be provided skills assessment, career counseling and training, as well as appraisal of their reduction in force in the order of application contained in the Collective Bargaining agreement.

c. **Training:**

Provide the training necessary to place an employee in a position within their current pay structure or in a position in the next higher pay structure

d. **Capturing Vacancies:**

Designated positions identified as potentially suitable for retrained displaced employees will be reserved for displaced employees who could be trained to qualify within a reasonable period of time.

(i.) **On The Job Training.** For those positions requiring only on the job training, the Employer will provide on the job training/orientation.

(ii.) **Support for Training.** It is the intent of the parties that all employees wishing to remain with the organization will be successful in that endeavor.

i. **Enhanced Benefits.** The Employer will provide the necessary training to successfully re-deploy workers displaced by KP HealthConnect.

In addition, the Employer will offer enhanced training opportunities; tuition reimbursement benefits, scheduling accommodations, and education leave benefits to assist employees in career development. These enhanced opportunities apply to all displaced employees and those in positions most likely to provide opportunities for placement of displaced employees. Specifically, the Labor and Management agree that:

A. **Tuition Reimbursement.** Work Force planning teams will assess, in a safe environment, the educational needs of displaced employees and those in positions most likely to provide opportunities for placement of displaced employees. This assessment will identify opportunities for employees to utilize their existing Tuition Reimbursement benefit in order to gain skills and/or knowledge to

allow them to qualify for another position. The Work Force Planning team will augment the tuition reimbursement benefit to assist the employee in qualifying for an available position.

- B. Education Leave. Workforce Planning Teams will be empowered to utilize and be creative in utilizing existing Education Leave policies and resources, in order to address the training needs of displaced employees and those in positions most likely to provide opportunities for placement of displaced employees. This includes, but is not limited to, allowing Education Leave to be used in conjunction with existing Tuition Reimbursement.

Scheduling Changes and Flexibility:

Efforts will be made to accommodate people's ability to pursue education through scheduled changes and related flexibility. While normally, these types of scheduled changes and flexibility might create conflicts with existing practices (e.g. seniority); Labor and Management agree that such conflicts will not occur, due to the temporary nature of this current situation.

- e. **Comparable Positions**. For purposes of this Agreement, it is intended that the Employer, in conformance with the wishes of the employee who faces displacement or potential displacement, will assist such employee in obtaining a position that offers the same or higher wage rate as s/he previously enjoyed in her/his former classification and at a minimum will comply with all of the terms and conditions of the Employment and Income Security Agreement.
- f. **Training**.
 - (i.) **Positions Modified as a Result of KP HealthConnect**. An employee who will need to use KP HealthConnect applications for her/his job will be given classification specific training. Training at the time of implementation will be uniform in content throughout the Region and will be sufficient for the employee's satisfactory performance of her/his job. Additional training will be offered on an as needed basis.
 - (ii) Because individuals learn at different rates, some may require additional training, including repeating training if necessary. Following additional training, if the appropriate group made up of the supervisor, steward, and one additional individual selected jointly by the supervisor and steward determines an employee is unable to achieve proficiency, using agreed upon criteria, they will notify a joint Labor Management committee. This joint Labor Management committee will determine additional steps such as customized training, on-the-job training, mentoring, on-going feedback, encouragement to succeed, English as a Second Language, etc. to address issues such as language barriers, learning styles, or disabilities.

III. **Unanticipated Effects.**

At the request of either party, representatives of the Employer selected by the Employer and representatives of the Union selected by the Union will meet on a facility basis to work out issues or effects that were not anticipated by this Agreement.

IV. **Jobs Created by KP HealthConnect.**

The parties agree to abide by the following language agreed to in the National KP HealthConnect Agreement:

a. **Alignment:**

The parties agree that where the basic skills, experience, knowledge, and abilities required for the new positions are found in bargaining unit positions, the new position will be included in the bargaining unit. If significant elements of the new position are ones that are not traditionally included in bargaining unit positions, some non-traditional flexibility in selection criteria and employment conditions may be required.

b. **Selection:**

Selection for traditional jobs will be in accordance with the collective bargaining agreement. Selection for non-traditional position will be done jointly by Labor and Management. Competency will be determined by assessing the candidates against the expected job requirements and competencies. Seniority will be deciding factor from among those candidates deemed to be fully competent.

c. **Flexibility for Non-Traditional Positions:**

The parties recognize the critical nature of such positions to respond efficiently and effectively to certain organizational and systems needs. These positions may require greater independent judgment, less direct supervision and more flexible scheduling. Flexibility of work distribution, location of assignments, client support, jurisdictional lines, and scheduling of work are essential for these positions to be successful.

d. **Temporary Assignments:**

The parties understand that some positions created by KP HealthConnect may be temporary assignments. Employees bidding on these positions will understand that they will not be covered by the Employment and Income Security Agreement. At the end of the assignment, they may only use their accrued seniority to bid on open positions, for which they are qualified; otherwise employment will end with the completion of the assignment. Offers covering the conditions of such temporary assignments will be made in writing to the selected candidates.

e. **Agreements:**

Joint agreements regarding the rates of pay and conditions for positions placed in the bargaining unit will be documented in side letters of agreement to the existing Collective Bargaining Agreement.

f. **Process for Reviewing KP HealthConnect Related Positions:**

- (i) The Employer will notify Union leaders of new positions created by KP HealthConnect within sixty (60) days prior to posting. The Employer and the Union will schedule a joint meeting to review the new position within fifteen (15) days of notification. Those positions already established and populated will be jointly evaluated as soon as practicable. The process for transitioning such positions into the bargaining unit will be subject to bargaining.
- (ii) The Employer will provide the KP HealthConnect need for the role. Labor and management present their interests and recommendations for representation status.
- (iii) If the job is determined to be represented, then the region will follow the current job evaluation process.
- (iv) If the job is determined to be non-represented, then the Region will follow the current job evaluation process.
- (v) If there is disagreement about bargaining unit status, then the matter will be referred to the Expedited Issue Resolution Process as outlined in section VII of the National KP Health Connect Agreement.

V. **Vacancies during Transition to KP HealthConnect.**

Until the implementation of KP Health Connect is complete region-wide, employees may apply for vacancies for which training in KP HealthConnect is required. If such employees would be considered qualified except for the KP HealthConnect training, then they will be considered to be qualified for the position.

VI. **Changes in Duties of Certain Classifications.**

The Employer and the Union will agree to assess whether jobs have changed enough to warrant an increase in pay. Such assessments will occur as soon as practicable and by mutual agreement. Disputes will be ultimately resolved by the grievance procedure.

VII. **Severance**

Severance will be offered to all employees within the affected unit. Severance will be granted by seniority up to the number of positions being eliminated. Severance will be offered in accordance with the Voluntary Departure Benefit Table, which is provided in the Appendix on page 16 of the National KPHC Agreement.

Within 90 days following the initial 30-day period after notice, the employee will make his/her decision to remain with KP and take advantage of retaining opportunities or sever his/her employment

Employees may be required to sign a standard waiver in accordance with the regional policy.

Termination of Employment and Rehire

1. Once an employee has made a decision to sever his/her employment, employment will terminate.
2. At any point prior to the formal decision to sever employment, employees may take advantage of job opportunities as provided in this agreement, local agreement or the local Collective Bargaining Agreement.
3. Any employee, who has severed his/her employment as provided in this agreement, may not be rehired for a period of twelve (12) months from the date of termination.

VIII. **Relief for Employees Who Are Being Trained or Who Are Absent to Train Other Employees**

The Employer may utilize various methods of replacing employees while such employees are being trained for KP HealthConnect or are delivering KP HealthConnect training to other employees, depending on the length of such training, the method of training, the expertise required for training and regularity or frequency of training.

Options for backfill employees who are being trained, or who are delivering KP HealthConnect training to other employees, will be considered, such as:

- Additional Hours for short-hour, part-time or PRN employees
- Adjusted Schedules
- Team(s) Flexibility
- Float Pool
- Temporary Assignments
- Overtime
- Temporary Agencies
- Sub-Contracting
- Etc.

The application of these options will vary by classification. The decision will be determined jointly by regional management and the bargaining unit representative. As noted in Section III above, there will be joint planning and oversight for KP HealthConnect training to minimize excessive costs; balance employees training and operational needs; and minimize increased workload post-training.

- a. If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement in order to provide replacements for training employees, the Employer will discuss the matter with the appropriate Union representative(s). If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement, such action will only be by mutual agreement between the Employer and the Union.
- b. Among those methods of replacing employees that the Employer may consider would be the use of current employees by classification, specifically for inter-facility relief (a defined geography or region-wide) or intra-facility and department relief.

IX. **Billers Training Pool:**

By mutual agreement the Employer may create a pool of regular full-time Biller positions that will serve as replacements (backfill) for employees who are being trained in billing throughout the region.

X. **Email**

Depending on factors such as server capacity, licenses, etc., each facility will examine its ability to provide an e-mail address to all employees.

XI. **Alternate Arrangements.**

Because every possibility that might arise could not be anticipated by this Agreement or by the guarantees of the Employment and Income Security provisions of the National Agreement, the Union and the Employer may mutually agree to alternate arrangements, with the understanding that such arrangements will be consistent throughout the region as much as is operationally feasible.

XII. **National Agreement**

It is agreed that this Agreement serves as a complement to the National KP HealthConnect Agreement. If any provision of the National KP HealthConnect Agreement or agreement other LMP Unions provides a better benefit, such better benefit will be extended to employees represented by UHW.

This Agreement relates solely to the initial implementation of KP HealthConnect in Southern California. This Agreement shall not constitute precedence for either party, nor shall either party use this Agreement in any pending or future case, unless the application of this Agreement is at issue. Additionally, those provisions contained in the National KPHC agreement but not contained in this agreement still apply.

ATTACHMENT 1

Union	Employer	Covered Bargaining Units/Recognition/Scope
SEIU-UHW-WEST (North)	Kaiser Foundation Hospitals; Kaiser Foundation Health Plan; The Permanente Medical Group	<p>KPPACC (Para. 9, 11, 16) Appendix A Registered Dietitians (para. 3, 5, 7) Appendix B & C 250 (Para.5, 7, 14) Appendix B & D</p> <p>The Employer recognizes the Union as the exclusive bargaining agency of the Employees covered by this Agreement for the purposes of collective bargaining with respect to rates of pay, hours of work, and working conditions.</p> <p>Excluded: RN's, Supervisors, Confidential Employees, Stationary Engineers</p> <p>Scope: Employees in classifications covered by this Agreement in any new facility in California north of the Tehachapi line; provided, however, that the Master Agreement Provisions dealing with wages and benefits covering the Employees of such new facilities shall not apply and such matters shall be subject to negotiations between the Employer and the Union.</p> <p>Employees in existing facilities not presently represented by any Union in the event a majority of such employees in any appropriate bargaining unit in any individual facility express a desire to be represented by the Union; provided, however that any such employees who at the time do not desire to become members of the Union shall be exempted from the provisions of Article ____, Section ____ hereof.</p> <p>In the event a new facility is opened which is connected to or is adjacent to an existing facility where employees are represented by another Union or in the event there is</p>

Union	Employer	Covered Bargaining Units/Recognition/Scope
		<p>a combination of present facilities where employees in one of the combining existing facilities are represented by another Union, an appropriate procedure shall be agreed upon by which the matter of representation of such employees can be resolved.</p>
<p>SEIU-UHW-WEST (South)</p>	<p>Kaiser Foundation Hospitals; Kaiser Foundation Health Plan, Southern California Permanente Medical Group</p>	<p>399 (Para. 202, 302, 303) Appendix A & B The Employer recognizes the Union as the exclusive bargaining agent of the Employees covered by the Agreement for the purpose of collective bargaining with respect to rates of pay, hours of work and working conditions Scope: The term "Employee" or "Employees" as and whenever used in this Agreement, shall mean and include all Employees of the Employer at the medical offices, hospitals, and business offices of the Employer located in Los Angeles and Orange Counties in the State of California, but specifically excluding Medical Doctors, Registered Nurses, Registered Pharmacists, Optometrists, Pharmacy Cashiers, Supervisory Employees, and Confidential Secretaries at the Employer's facilities in the counties above specified. In the event the Employer's signatory to this Agreement establishes or operates any medical office in Ventura County which serves as a satellite medical office to an existing Medical Center in Los Angeles County, Employees represented and covered by this Agreement who are transferred to said facilities shall continue to be represented by Local 399, and wages, terms and conditions of the Agreement shall apply to them, for the classifications set forth in the Agreement. In addition, future Employees hired by the Employer to work at the above satellite medical office(s) shall be required to meet</p>

Union	Employer	Covered Bargaining Units/Recognition/Scope
		<p>the Union membership requirements as set forth in Paragraph 161. It should also be noted that Employees in the classification of Physical Therapists, Speech Therapists, and Occupational Therapists shall not be required to become members of the Union as a condition of continued employment; however, such Therapists who have become or shall hereafter become members of the Union shall be required to maintain membership in the Union hereafter as a condition of continued employment.</p>
<p>SEIU-535-Medical Social Workers Northern California</p>	<p>Kaiser Foundation Hospitals, The Permanente Medical Group</p>	<p>Para. 2 & 3 The Employer recognizes the Union as the exclusive bargaining agency of the Employees covered by this Agreement for the purposes of collective bargaining with respect to rates of pay, hours of work and working conditions. Scope: This Master Agreement covers all Medical Social Workers employed by the Employer in covered positions. Excluded from this agreement is a Medical Social Worker assigned to be Director of Social Services at any of the Employer's facilities or to whom the Employer has given authority to hire, promote, discipline, discharge, or otherwise change status or effectively recommend such action.</p>
<p>SEIU-105 Colorado</p>	<p>Kaiser Foundation Health Plan of Colorado</p>	<p>Get NLRB Certification #27 RC 4420 Article 2, 3, Section 1 The Employer recognizes the Union as the exclusive bargaining agent of the Employees coming under the jurisdiction of the Union for the purpose of collective bargaining with respect to rates of pay, hours of work and working conditions. This Agreement shall cover all of the Employer's</p>

Union	Employer	Covered Bargaining Units/Recognition/Scope
		<p>Employees represented by the Union as certified by the NLRB in Case No. 27-RC-4420. This Agreement covers Employees in classifications covered by this Agreement in any new facility.</p>
<p>SEIU-49 Oregon/Washington</p>	<p>Kaiser Foundation Health Plan of the Northwest Kaiser Foundation Hospitals</p>	<p>Articles 2.1, 2.2 The Employer recognizes the Union as the exclusive bargaining agent of the Employees covered by this Agreement for the purposes of collective bargaining with respect to rates of pay, hours of work and working conditions.</p> <p>Scope: the term “Employee” or “Employees” as and whenever used in this Agreement shall mean and include Employees of the Employer employed in the classifications set forth in Schedule A attached hereto at the Employer’s Kaiser Permanente facilities, including but not limited to facilities located in Multnomah, Clackamas, Washington and Marion Counties in the State of Oregon, Clark County and Cowlitz County in the State of Washington. This Agreement shall also apply to Employees performing work in the classifications set forth in Schedule A as appropriate in any new facility operated by the Employer. See also Exclusions: 2.3, 2.4 Schedule A</p>

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