

MEMORANDUM OF
UNDERSTANDING

BETWEEN

SEIU LOCAL 1021
(San Leandro Unit)

AND

ALAMEDA HEALTH SYSTEM

July 1, 2014 to December 31, 2016

Table of Contents

Article 1.	RECOGNITION	2
Article 2.	NONDISCRIMINATION	4
Article 3.	MEMBERSHIP AND REPRESENTATION.....	4
Article 4.	MANAGEMENT RIGHTS.....	7
Article 5.	EMPLOYMENT CATEGORIES.....	8
Article 6.	HOLIDAYS.....	8
Article 7.	PAID LEAVE	9
Article 8.	JURY DUTY	11
Article 9.	FMLA AND ADDITIONAL LEAVES.....	11
Article 10.	HOURS OF WORK	14
Article 11.	COMPENSATION	17
Article 12.	HEALTH AND WELFARE BENEFITS	17
Article 13.	DISABILITY INSURANCE BENEFITS.....	20
Article 14.	LONG TERM DISABILITY INSURANCE	21
Article 15.	LIFE INSURANCE	21
Article 16.	PENSION BENEFITS	21
Article 17.	SENIORITY AND REDUCTION IN FORCE.....	22
Article 18.	TERMINATION NOTICE	25
Article 19.	VACANCY POSTING.....	26
Article 20.	PERFORMANCE IMPROVEMENT	26
Article 21.	DISCIPLINE WITHOUT PUNISHMENT/NOTICE OF TERMINATION /PERSONNEL FILES.....	26
Article 22.	GRIEVANCE AND ARBITRATION	29
Article 23.	SAFETY COMMITTEE.....	31
Article 24.	NO STRIKE/LOCKOUT	31
Article 25.	CONTRACTING OUT SERVICES.....	32
Article 26.	SAVINGS/SEVERABILITY	32
Article 27.	TERM OF MEMORANDUM	33

PREAMBLE:

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

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

Article 1. RECOGNITION

- A. AHS hereby recognizes the Union as the sole agent representing employees covered by this Agreement for the purpose of collective bargaining. The titles both covered and uncovered by the Union are listed below.

SEIU San Leandro Title List

Included

SLH ACCOUNT REPRESENTATIVE I
SLH ACCOUNT REPRESENTATIVE II
SLH ADMINISTRATIVE ASSISTANT I
SLH CHART ANALYST
SLH CHART ANALYST LEAD
SLH CLERK-ED UNIT
SLH CODER II (ART I)
SLH COOK
SLH COOK LEAD
SLH DATA CONTROL SPECIALIST
SLH EMT
SLH ENVIRONMENTAL SVCS WORKER
SLH FOOD SERVICE WORKER
SLH INSURANCE VERIFIER
SLH LVN (IV CERTIFIED)
SLH MATERIAL HANDLER
SLH MEDICAL RECORDS CLERK

Excluded

SLH ASST DIR, CRITICAL CARE
SLH CASE MANAGER
SLH CLINICAL COORDINATOR (PHRM
SLH CLINICAL DIETITIAN
SLH CLS, LEAD
SLH CLS, SENIOR
SLH COORD, INFECTION CONTROL
SLH DIR, CRITICAL CARE / MED S
SLH DIR, EMERGENCY
SLH DIR, MEDICAL RECORDS
SLH DIR, STAFFING RESOURCES
SLH ENTEROSTOMAL THERAPY RN
SLH HOUSE RESOURCE EMPLOYEE-EX
SLH MANAGER, ADMITTING
SLH MGR, ADMINISTRATIVE
SLH PHYSICAL THERAPIST III
SLH SECRETARY II (Front Office)

SLH MEDICAL RECORDS TECHNICIAN
SLH NOC UNIT CLK / MONITOR TEC
SLH OR TRANSPORTER
SLH PATIENT ADMITTING REP
SLH PATIENT CARE ASSISTANT
SLH PBX OPERATOR
SLH PHARMACY BUYER
SLH PHARMACY TECH
SLH PHLEBOTOMIST
SLH PHLEBOTOMIST LEAD
SLH PHYSICAL THERAPY ASST
SLH RCP
SLH RCP II
SLH RCP II - PFT CERTIFIED
SLH RCP III
SLH REP - PATIENT ADMITTING LE
SLH ROOM SERVICE COORDINATOR
SLH SECRETARY II (Excluding Front Office Confidential Employee)
SLH SPIRITUAL CARE COORDINATOR
SLH STAFFING COORDINATOR
SLH SURGURY SCHEDULER / BUYER
SLH TECH - CENTRAL SUPPLY, LEA
SLH TECH – EKG
SLH TECH – INSTRUMENT
SLH TECH – OR
SLH DISCHARGE PLANNING ASSISTA
SLH TRANSCRIPTIONIST II
SLH TRANSPORTER
SLH UNIT CLERK / MONITOR TECH

SLH SOCIAL WORKER
SLH STAFF PHARMACIST
SLH SUPV, EVS
SLH TECH - ECHO
SLH ENGINEER MECHANIC L39
SLH ASST DIR, ENGINEER L39
SLH TECH - INTERVENTIONAL RADI
SLH TECH - MAMMO, SR
SLH TECH - MULTI-MODALITY
SLH TECH - NUCLEAR MED LEAD
SLH TECH - NUCLEAR MED SENIOR
SLH TECH - RAD/CT LEAD
SLH TECH - ULTRASOUND SR
SLH RAD TECH SENIOR
SLH CHARGE EMPLOYEE
SLH CHARGE EMPLOYEE GRANDFATHERED
SLH RN II
SLH RN II 12 HOUR
SLH RN II BREAK RELIEF
SLH RN II GRANDFATHERED
SLH RN II SHORT HOUR
SLH RN II WEEKEND
SLH DOCTORS

- B. AHS shall recognize the Union as the exclusive bargaining representative for employees in any other classification which may be established substantially within the scope of the duties now included within the above-referenced classifications. When AHS creates any such classification, it will notify the Union and, upon request, meet with the Union for the purpose of assigning the new classification to the appropriate bargaining unit. Such placement shall be by mutual consent. In case of disagreement concerning the assignment of the title, an arbitrator shall decide the matter.
- C. In such disputes between AHS and the Union over the assignment of newly created classifications to appropriate bargaining units, the arbitrator shall decide the matter on the following basis:

The arbitrator shall reject any claim by the Union to any newly created classification whose duties are substantially within the scope of (a) classifications which are supervisors or confidential employees within the meaning of the National Labor Relations Act or (b) classifications represented by other employee organizations.

The arbitrator shall determine any dispute over whether or not the scope of duties of a newly created classification is substantially within the scope of duties now included within an SEIU represented classification or if a newly created classification is without clear recent precedent in AHS service, whether or not the duties of such classification are, in general character, similar to those within the SEIU represented unit.

- D. In the resolution of disputes arising from Article 1, the parties agree to select an Arbitrator in compliance with Article 22.

Article 2. NONDISCRIMINATION

- A. Neither the Union nor AHS shall discriminate with respect to employment, by reason of Union activity, race, color, creed or national origin; nor to the extent required of AHS by state or federal law; by reason of gender, age, sexual orientation, disability, medical condition (cancer or genetic testing), veteran status or on the basis of marital status.
- B. **Whistleblowing/Retaliation.** AHS will comply with all applicable federal, state and local legislation that protects employees who disclose information concerning their employment or any aspect of the workplace.

Article 3. MEMBERSHIP AND REPRESENTATION

- A. The parties hereto recognize that the basic function of AHS is to provide care for the sick. AHS recognizes that the Union has responsibility for and contributes to fostering high standards of patient care and customer service, and through membership in the Union, AHS staff will support AHS' mission.

- B. As a condition of continued employment, each employee in a covered title shall be required no later than thirty-one (31) days after commencement of employment or thirty-one (31) days after the effective date of this Agreement, whichever is later, to join the Union or to pay the Union a service fee in an amount not to exceed the standard fee, periodic dues, and general assessments of the Union. However, any employee who is a member of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment. Such Employee may be required, in lieu of periodic dues, initiation fees, or agency shop fees, to pay sums equal to such dues, initiation fees, or agency shop fees to a non-religious, non-labor, charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, chosen by such Employee from a list of at least three such funds designated in a memorandum of understanding between AHS and the Union, or if the memorandum of understanding fails to designate such funds, then to any such fund chosen by the Employee. Proof of such payments shall be made on a monthly basis to AHS as a condition of continued exemption from the requirement of financial support to the Union.
- C. AHS will provide the Union on request with a list of all Employees currently employed under this Agreement with their addresses.
- D. During the term of this Agreement, AHS will honor written assignments of salaries to the Union for payment of Union dues or service fees, provided such assignments are voluntarily entered into by the Employee, and provided such assignments are submitted in a form mutually agreed upon between AHS and the Union. AHS will promptly remit the monies deducted pursuant to such assignments, with a written statement of the names of Employees for whom deductions are made.
- E. The Union will hold harmless AHS against any claim or obligation which may be made by any person by reason of the deduction of Union dues, including the cost of defending against any such claim or obligation. The Union will have no monetary claim against AHS by reason of failure to perform under this Article.
- F. **C.O.P.E.** AHS will honor assignment of wages to the Union's Committee on Political Education (C.O.P.E.) fund, when such assignments are submitted on a form agreed to by the Union and AHS, and AHS will remit such contribution to the Union. It is understood by all parties that such contribution will be on an individual and voluntary basis.
- G. **Shop Stewards.**
1. **Purpose.** AHS recognizes the need and affirms the right of the Union to designate shop stewards from among employees in the unit. It is agreed that the Union in appointing such shop stewards, does so for the purpose of promoting an effective relationship between supervisors and employees by helping to settle problems at the lowest level of supervision.
 2. **Role Of Steward And Supervisor.** The shop steward recognizes the fact that the supervisor is the key person in the department and, as such, is responsible to higher management for the quality and quantity of work. As the supervisor is the key person for management, the shop steward is the key person for the Union. They must promote and maintain good morale and friendly relations and must be willing to meet in good faith to settle grievances as they arise, exercising a positive approach. There must be

mutual respect on both sides in these relations. The shop steward understands that his/her stewardship function does not relieve him/her from conforming to all rules of conduct and standards of performance established by law, regulation, or department policy or Memorandum of Understanding.

3. **Selection Of Stewards.** The Union shall reserve the right to designate the method of selection of shop stewards. The Union shall notify the Department Head and Labor Relations in writing of the names of the stewards and the units they represent. If a change in stewards is made, the Department Head and Labor Relations shall be advised in writing of the steward being replaced and the steward named to take his/her place. The number of stewards shall be mutually agreed upon and a list of stewards shall be submitted to each department concerned. AHS and SEIU will meet no earlier than six months after the ratification of this agreement to determine the number of shop stewards allowed and what units they come from.
4. **Duties & Responsibilities of Stewards.** The following functions are understood to constitute the complete responsibilities of shop stewards. After obtaining supervisory permission, shop stewards will be permitted to leave their regular work area during on-duty time. Permission may be denied depending on work flow but shall not be unreasonably withheld. If initially denied, every effort will be made to grant permission within 24 hrs. from time of denial.
5. **Attendance at Meetings.** Shop Steward functions shall also include attendance at meetings of the AHS Board of Trustees, AHS Human Resources Committee, Executive Committee or other mutually agreed upon meetings.
6. **One Steward Released to Conduct Investigation.** Only one shop steward shall be entitled to release time to conduct an investigation at any one time.
7. **Permission to Investigate While on Duty.** To obtain permission to investigate a grievance on on-duty time, the steward shall advise the supervisor of the grievant of his/her investigation of the facts and the general nature of the grievance.
8. **Discussion of Problem with Employees.** The shop steward is permitted to discuss the problem with all employees immediately concerned, and, if appropriate, to attempt to achieve settlement with the supervisory personnel involved. Agencies, wards, clients, detainees and outside interested parties will not be contacted by stewards as part of the grievance process. The employee may be represented by a steward at such times as a grievance is reduced to writing.
9. **Conduct Of Meetings.** Any meeting of shop stewards and supervisors will be held in a quiet, dignified manner. Management personnel will agree to recognize and work with Union stewards in a conscientious effort to settle problems at the earliest possible step of the grievance procedure.
10. **Limitations Of Time Off.** Stewards shall not be permitted time off from their work assignment for the purpose of conducting general Union business.

Article 4. MANAGEMENT RIGHTS

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

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

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

Article 5. EMPLOYMENT CATEGORIES

A. Regular Full-Time Employees

The regular full-time Employee is one who is regularly employed to work a predetermined work schedule of 40 hours per week for 8 and 10 hour shifts and 36 hours per week for 12 hour shifts. Regular full-time Employees shall accumulate and receive all fringe benefits as provided in this Agreement.

B. Regular Part-Time Employees

A regular part-time Employee is one who is regularly employed to work a predetermined work schedule as a .50FTE. Regular part-time Employees shall accumulate and receive all fringe benefits as provided in this Agreement. A regular part-time Employee shall be paid the same rates as set forth for regular full-time Employees in the same ratio that the Employee's regular schedule bears to a full-time schedule.

C. Short-Hour Employees

1. A non-benefitted short hour employee is one working a set schedule under 20 hours per week.
2. A Per Diem Employee is defined as an Employee who is available to work a predetermined work schedule of less than twenty (20) hours per week. The Per Diem Employee shall be available to work eight (8) shifts in a twenty-eight (28) day scheduling period including four (4) weekend shifts.

D. Temporary Employee

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

E. Probationary Period

A probationary period of ninety (90) days from date of commencement of regular employment as a Staff Employee shall apply, during which a Employee may be terminated for any reason which in the judgment of AHS is good and sufficient, other than for reasons set forth in Article 3 of this Agreement. The probationary period for a new Short Hour Employee or a Short Hour Employee hired after a break in service shall be ninety (90) calendar days or 250 hours worked, whichever comes later, but shall not exceed six (6) months unless otherwise agreed by the parties.

Article 6. HOLIDAYS

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

New Year's Day

Martin Luther King, Jr. Birthday (third Monday in January)

President's Day
 Memorial Day
 Independence Day
 Labor Day
 Thanksgiving
 Christmas
 Floating Holiday

- B. Any of the above holidays listed for Monday observance in the U.S. Public Holiday Act (5 U.S.C. Section 6103) shall be observed on that date as prescribed in the Act.
- C. If any of the above holidays occur on a Sunday, the holiday shall be observed on such Sunday, except for eligible Employees regularly assigned to a Monday through Friday workweek for whom the day shall be observed on the following Monday.
- D. If an Employee is required to work any of the holidays above she/he shall receive time and one half for all hours worked on these days. A work shift shall be deemed to fall on these days when the major portion of the shift falls on such days.
- E. AHS reserves the right to reduce scheduling of personnel as needed for the aforementioned dates, with the exception of December 25th and January 1st, wherein one of these two (2) days is guaranteed off for each regular Employee.
- F. Floating holidays are to be used by the end of the calendar year or be lost. Floating Holidays must be pre-approved.

Article 7. PAID LEAVE

A. Paid Time Off (PTO).

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

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

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

2. Paid Time Off (PTO) days or hours may be used for vacation, holidays, short-term illness, family emergencies, religious observances, preventative health care, dental care, personal business and other excused elective absences. Educational

leave, bereavement leave and jury duty are paid in addition to PTO days and the PTO account is not charged with this time off.

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

B. Extended Sick Leave

1. Each employee will accrue 3 days (.92 hours per pay period) extended sick leave per year. This is in addition to PTO hours. This accrual starts the first pay period after ratification. A bank of 32 hours of Extended Sick Leave will be established for each 1.0FTE after ratification of this agreement. The 32 hours will be prorated

by base FTE for part time employees.

2. Extended sick leave may be used for periods of illness of the employee or a family member that exceed one (1) week worth of core scheduled shifts. The first one (1) weeks of such an illness will be covered by PTO. Family member is the same definition as used in Bereavement Leave.
3. Employees on approved Workers Compensation leaves for the first three days and FMLA may use extended sick leave from the first day out. This does not apply to intermittent FMLA.
4. **Days Or Fractions Of Days.** Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the sick leave.

Article 8. JURY DUTY

A regular Employee who is required to serve on a jury will be paid the difference between any jury pay received and pay for the regular hours the Employee would have worked but for the jury duty. As a condition of payment by AHS, the Employee must notify AHS as soon as reasonably possible after receiving notice to report and must produce a receipt from the Court that he/she has been called or served. If a night shift Employee on telephone standby calls the court in the evening as instructed, and is further instructed to call the next morning for possible jury service that day, she/he will not be required to report to work the intervening night shift. Employees will be excused from regularly scheduled hours of work, and jury duty pay will be applicable, as follows:

- A. *Day Shift* -An Employee scheduled for a day shift shall return to work if jury duty on that day is for less than three (3) hours; if jury duty exceeds that span of time, the Employee shall be excused for the entire shift.
- G. *P.M Shift* -An Employee scheduled for a p.m. shift shall be excused for the entire shift if jury duty on that day is for three (3) or more hours. If jury duty is for less than three (3) hours, the Employee will qualify for jury duty pay by working a shift that day reduced by the time spent on the jury duty.
- H. *Night Shift* -An Employee called for jury duty on the same day in which the Employee is scheduled to conclude working a night shift shall be excused for the entire shift. If the jury duty on that day is for three (3) hours or more, the Employee shall also be excused for the entire shift commencing the same night if the jury duty on that day is for less than three (3) hours, the Employee shall work for the entire shift commencing that same night.

Article 9. FMLA AND ADDITIONAL LEAVES

A. Leaves of Absence

Application for a leave of absence shall be made in writing by an employee requesting leave and the leave of absence, if granted, will be approved in writing. Authorized leave of absence for any

purpose shall not affect previously accumulated paid time off or tenure. An Employee on leave of absence will continue to accrue PTO as long as there is a balance in the Employee's PTO account and as long as he/she is in pay status. Unless otherwise required by law, an Employee's anniversary date will not be adjusted for AHS authorized leaves of one year or less.

1. Medical Leave

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

2. Return from Leave

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

B. Maternity Leave

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

C. Family Care Leave

- 1. AHS shall grant up to twelve (12) work weeks per year of unpaid leave, as required by the federal Family Medical Leave Act ("FMLA") and California Family Rights Act ("CFRA"), to regular and Per Diem Employees who have completed one year of service during which they have worked at least one thousand two hundred fifty (1,250) hours, for the birth or adoption or foster care of a child or for the serious health condition of the Employee or the Employee's child, spouse or parent for whom the Employee is needed to give care. A serious health condition is as defined by the FMLA and CFRA. AHS shall continue to provide the Employee with the group health benefits to which the Employee would have been entitled had she/he continued to work during the twelve-week period. FMLA/CFRA leave may be granted in increments as required by law and shall be granted in increments

of at least one hour for recurring medical treatments, such as chemotherapy or kidney dialysis. There shall be no change in an Employee's anniversary date as a result of taking FMLA/CFRA leave. Where possible, the Employee shall give AHS thirty (30) calendar days advance written notice of the need for FMLA/CFRA leave. An Employee shall make a reasonable effort to schedule leave so as not to unduly interfere with AHS's operations. AHS shall require a medical certification as permitted by law for a leave requested for a serious health condition.

2. In the event an Employee has accrued PTO, AHS shall require the Employee to utilize the accumulated PTO for the leave.

D. Additional Leave

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

E. Discretionary Leave

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

F. Paternity and Adoptive

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

G. Bereavement Leave

Bereavement leave up to four (4) days (or up to five (5) days to attend a funeral or bereavement service which is 350 miles or greater from SLH or out-of-state) shall be granted to regular Employees after ninety (90) days of employment for bereavement leave in case of death in the employee's immediate family. The leave must be taken as one block of time and include the date of death, date of funeral or date of some other documented memorial service. "Immediate Family" is defined as spouse, mother, father, daughter, son, sister, brother, grandparent, grandchild, stepchild, step parent, legal guardian during employee's minority or for whom the employee is the legal guardian, or mother and father of a present spouse. This leave benefit shall include the domestic partner of an Employee covered by this Agreement.

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

H. Military Leave.

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

Article 10. HOURS OF WORK

A. Shifts

1. Shifts shall continue as is the practice of the parties. If AHS changes shift start times for more than three employees in a department, the union may request a meeting concerning the change; such discussion will last no longer than 30 days from the date of the request.
2. AHS shall prepare a schedule showing the hours each employee is to work; a preliminary schedule shall be posted at least 14 calendar days prior to the first date shown on the schedule.
3. Except under unforeseeable circumstances, AHS-SLH shall make every reasonable effort to assure that no employee shall have more than one change of shift in any workweek. Full time employees shall be off duty no less than twelve (12) hours prior to working the next regular core shift. Employees may waive this provision; however, if it is not waived, full time employees shall be paid time and one half for any part of the core shift that overlaps the 12 hour rest period. AHS will make every effort to eliminate these situations as they exist. Except in cases of emergency, employees at AHS-SLH shall be given ten (10) calendar days' notice of any change in shift schedule, program or service.
4. When any involuntary change in shift schedule is operationally required, AHS-SLH shall select the employee with the least seniority in the same work location, classification, and department, providing the employee possesses the skills and abilities to perform the work.
5. Except in cases of emergency or unforeseeable circumstances, employees who are reassigned to a different work location shall be given ten (10) calendar days' notice of any change in work location.
6. When any involuntary change in work location is operationally required, AHS-SLH shall select the employee with the least seniority in the same shift, classification, and department who is scheduled to work, providing the employee possesses the skills and abilities to perform the work.
7. Regular permanent employees who are floated to another position for the first time shall be oriented to the new department; the length of orientation is at the manager's discretion and shall depend on the differences in duties between the employee's permanent assignment and the float assignment.

B. Lunch Period and Payment for Lunch Time Worked

Full shift Employees who are scheduled to work eight (8) hours within a spread of eight and one-half hours shall receive not less than one-half hour for lunch. If such Employee is required to work during the lunch period, such lunch shall be paid as time worked in addition to payment for the full shift and shall be deemed time worked for the purpose of computing overtime.

When an Employee is expressly directed to remain on duty to perform work during a lunch period, and does not receive an alternative off-duty lunch period, the Employee shall report the lunch period as work time for review and approval by the Employee Manager. AHS shall continue to provide unpaid thirty (30) minute duty-free meals pursuant to applicable California wage and hour laws. An Employee who does not receive a thirty (30) minute duty-free meal period shall receive time and one half pay.

C. Rest Periods

AHS shall continue to provide rest periods for Employees covered by this Agreement of at least fifteen (15) minutes, the first in the middle of the first half of the shift and the second in the middle of the second half of the shift. Breaks are not to be taken at the beginning or end of the employee's shift nor are they to be taken in conjunction with lunch breaks.

D. Schedules

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

E. Straight Time and Overtime

The straight-time workweek shall be forty (40) hours per week.

A straight-time day's work will consist of no more than eight (8) hours, excluding meal period. If a Employee is required to work in excess of forty (40) hours in anyone workweek, or eight (8) hours in any one (1) workday, the Employee shall be paid overtime at the rate of time and one-half straight-time pay. A Employee required to work in excess of twelve (12)

consecutive hours in any one workday, excluding meal period, shall be paid overtime at the rate of double the Employee's straight-time rate of pay for all hours worked in excess of twelve (12).

- F. The parties agree to discuss other shift combinations depending on need. Per the practice of AHS and previous SLH employers, 12 hours shifts will continue unless otherwise agreed by the parties.
- G. Overtime shall be offered to Employees working within the unit and shift where the overtime is available. Overtime will only be offered after extra shifts or hours have been offered to any eligible employees on a straight time basis. Overtime shall first be offered to eligible employees on a voluntary, rotating basis, beginning with the most senior employee within the work unit capable of performing the work required. A list will be maintained in each scheduling unit with the names of employees interested in overtime. Employee may be added to or removed from this list every six months. In the event there are no volunteers, existing practice of covering vacant hours or shifts shall be followed.

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

H. Authorization of Overtime

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

I. Weekends Off

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

J. Weekend and Shift Differential

Employees who work during a weekend shall be paid a differential of 5% over the base rate of pay calculated on all hours worked, not paid for, between the weekend hours defined above in I.2. Weekend differential is not paid for overtime hours and only up to two shifts per weekend are eligible for weekend differential. Employees who work shifts shall be paid the differential in effect at the time this agreement is ratified. The parties will meet sixty days after ratification to discuss the differentials.

K. Every-Weekend Benefited Positions

AHS and the Union recognize that quality of care is enhanced by the continuity provided by

a permanent and stable work force on all shifts and on all days of the week.

To assist AHS in providing regular, benefited staff for weekend shifts, AHS may establish and post every-weekend benefited positions of twelve (12) hours per shift. Likewise, AHS may establish and post every-weekend benefited positions of twelve (12) hours per shift for two (2) consecutive shifts (Friday and Saturday, Saturday and Sunday or Sunday and Monday). The Employees in these weekend benefited positions shall be compensated at 1.10 times the Employee's hourly rate of pay for the first twelve hours worked. Overtime after twelve hours of work shall be at 1.50 of the Employee's base rate of pay.

1. **Weekends Off**

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

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

2. **Weekend Holiday Pay For Every-Weekend Benefited Positions**

Every-weekend benefited Employees who work on a holiday that falls on the weekend shall be paid at 1.5 the Employee's base hourly rate of pay for all hours worked on that holiday.

3. **Holidays Off for Employee's in Every-Weekend Benefited Positions**

Employees in every-weekend benefited positions may take up to four (4) holidays off on weekend shifts in a calendar year.

Article 11. COMPENSATION

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

B. **Wage Increases**

1. Across the Board increase 1% as of Pay Period One of 2015.
2. Across the Board increase 2% as of Pay Period Fourteen of 2015
3. Re-opener as of Pay Period One of 2016

Article 12. HEALTH AND WELFARE BENEFITS

A. **Health Plans.**

1. AHS shall contribute toward the monthly provider's charge for a comprehensive group health plan for eligible full-time employees, as well as their spouses/domestic partners and eligible dependents. The current co-pays for office visits, services and prescriptions will be clearly described in the summary of each health plan made available to SEIU employees during open enrollment.
2. Employees shall be notified of changes and/or modifications of plans during open enrollment each year.
3. AHS's contribution toward the provider's charge shall be the full-time contribution provided that the employee is on full-time paid status. If the employee is on paid status on less than a full-time basis, AHS's contribution shall be negotiated below.
4. Those employees who are on the payroll as .50 FTE and higher but have not worked enough hours to have an average FTE .50 or higher will pay 100% of their health and welfare premiums. FMLA, Workers Compensation Disability leave and other paid leaves will be included in the calculation of hours worked.
5. There will be no employee charge for the Freedom of Choice or HSA Independence Plan for calendar years 2014 and 2015. Prior to setting rates for 2016, AHS will meet with SEIU-SLH on the employee share of those rates either in the Health Benefits Cost Containment Committee below in Section E or at a separate table. The range of the contribution for full time employees will be from zero not to exceed 10% of the premium. Part time employees will be calculated based on the negotiated contribution scaled up depending on FTE to a maximum of 20% as has been done in the past with other AHS employees. This will also be handled in HBCCC or a separate table prior to the 2016 rates being set.
6. **Services as Needed Employees.** Beginning January 1, 2015 Services as needed employees will be eligible for Medical, Dental and Vision benefits if they work on average 30 hours or more per week during the annual benefit look back period or as ACA dictates.
7. **Duplicative Coverage.** This applies to married AHS employees and employees in domestic partnerships (as defined in Appendix E) both employed by AHS. The intent of this section limits AHS employees who are married or in a domestic partnership from both covering each other within the same health plan. Married AHS employees and employees in domestic partnerships, both employed by AHS, shall be entitled to one (1) choice from plans offered through AHS.
8. Share the savings will be a flat \$250 per month for opting out of the health plan altogether. Employees will be able to opt out of the Dental Plan as well for \$20 per month; again, they would have to opt completely out. Married couples or domestic partners who both work for AHS will not be eligible for either share the savings or double health and/or dental coverage.
9. **Effect Of Authorized Leave Without Pay On Health Plan Coverage.** Employees who were absent on authorized leave without pay, and whose health plan coverage was allowed to lapse for a duration of three (3) months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the authorized leave by completing the appropriate enrollment cards within thirty (30) calendar days of the date they return to work. The deductibles, maximums, and waiting periods shall be applied as

though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by AHS.

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

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

B. Dental Plans.

1. AHS shall contribute the full cost of the provider's charge for a dental plan for full-time employees and their dependents, including domestic partners and their dependents, provided that the employee is on paid status at least 50 percent of the normal full time pay period for the job classification. Eligible full-time employees may elect any one of the dental plan options provided through AHS.
2. The dental plan for less than full-time employees shall provide the same benefit coverage as in effect for full-time employees as described in Paragraph 272 above. To participate, an employee must have a calculated FTE of .50 or higher in the prior benefit look back period.
3. **Dental Plan Premium Payment On Final Paycheck Before Authorized Leave Without Pay Or Employee Separation.** AHS shall make a dental plan premium payment on a final paycheck for employees who are on paid status at least forty (40) hours in the last biweekly pay period.
4. **Effect Of Authorized Leave Without Pay.** Employees who are granted a leave of absence without pay, whose dental plan coverage has lapsed for a period of ten (10) pay periods or less, and who return to work on paid status of at least forty (40) hours per pay period shall retain dental plan eligibility as further provided:
5. **Full-time and Part-time employees.** Full time and part time employees regularly scheduled to work 50% or more per pay period who were absent on authorized leave without pay, and whose dental plan coverage lapsed for a duration of ten pay periods or less, will be re-enrolled in the dental plan as a continuing member with respect to the application of deductibles, maximums and waiting periods. Those whose dental plan coverage lapsed for a duration greater than ten (10) pay periods will be re-enrolled in the same manner as is allowed for new hires with respect to the application of deductibles, maximums and waiting periods. Coverage begins at the effective date of coverage will be based on guidelines established by AHS.
6. **AHS Open Enrollment.** Eligible employees may choose from among the options available during the annual Open Enrollment period. Premiums of all AHS dental options will be paid according to dependent status (single, two-party, or family).

- C. Vision Reimbursement Plan.** Employees shall be eligible for vision care reimbursement subject to the following criteria: The employee is eligible for reimbursement after six (6) months of continuous employment working at least fifty percent (50%) time or more each pay period. The employee shall be reimbursed for the cost of either lenses and frames or contact lenses specifically prescribed for the employee only, up to a maximum

reimbursement of \$200.00 each twenty-four (24) month period beginning on September 1 of odd numbered years. Reimbursement will be made subject to applicable Finance Office procedures and requirements.

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

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

Article 13. DISABILITY INSURANCE BENEFITS

- A. **Participation.** AHS shall continue to participate under the State Disability Insurance (SDI) Program.
- B. **Payment Of SDI Premiums.** SDI premiums shall be shared equally by the employee and AHS.
- C. **Employee Options.** There are two (2) options available to an employee who is otherwise eligible for disability insurance benefits which are as follows:
 - 1. **Option 1.** Not applying for disability insurance benefits and using accrued PTO and ESL, or;
 - 2. **Option 2.** Applying for disability insurance benefits and integrating accrued paid leaves with the SDI benefits. Such accrued paid leaves shall include PTO leave, unless the employee provides written notice to the Department Head to limit the integration to accrued

PTO only with SDI benefits. The choice to integrate accrued PTO and extended sick leave only with SDI benefits may not be waived by the employee or AHS.

3. **Amount of Supplement.** The amount of the supplement provided in this section for any hour of any normal workday, shall not exceed the difference between 100% of the employee's normal net, not gross salary rate, including premium conditions specified in Section 15.3 or any other provision of this MOU, and the "weekly benefit amount" multiplied by two (2) and divided by 80.
- D. **How A Supplement To SDI Is Treated.** Hours, including fractions thereof, charged against the employee's accrued PTO as a supplement to disability insurance benefits will be regarded as hours of paid leave of absence.
- E. Paid Time Off shall be accrued based upon the proportion of the hours charged against the employee's PTO leave balances to the regular pay period.
- F. **Health And Dental Plan Coverage In Conjunction With SDI:** For purposes of determining eligibility for AHS's hospital and medical care contributions and dental coverage, employees who are receiving a supplement to disability insurance benefits paid from and charged to accrued PTO leave shall be regarded as on paid status for their regular work schedules with regard to the days for which such supplement is paid.
- G. The group health care providers will permit employees who are dropped from health and/or dental plan coverage because of exhaustion of their accrued PTO leave, to re-enter the group plans upon returning to their former work schedules, if the employee is otherwise eligible pursuant to Article 12 herein.

Article 14. LONG TERM DISABILITY INSURANCE

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

Article 15. LIFE INSURANCE

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

Article 16. PENSION BENEFITS

Pension benefits are provided to regular Full-Time and regular 0.50 FTE or higher Part-Time staff through the Alameda Health System Enhanced Defined Contribution Plan and Alameda Health System Hybrid Plan. Eligible staff shall be provided an opportunity to choose which of the two plans they elect to participate in, at their time of hire into an

eligible position. All plan elections are irrevocable once made. For plan eligibility purposes, Part-Time FTE status is based on official AHS Human Resources records and not the number of hours actually worked by an employee in a given pay-period or range of pay periods. Participation in one of the two plans is mandatory for all eligible staff. Terms and conditions of plan benefits and eligibility to participate are governed by plan rules.

Article 17. SENIORITY AND REDUCTION IN FORCE

- A. Seniority for regular part and full time employees is determined by the original date of hire originally called the adjusted benefit date) in the Lawson system.
- B. Short Hour employees' seniority will be based on the original date of hire plus the number of hours worked since October 31, 2013. The original date will be adjusted by the number of hours worked using the rate of 173.3 hours equaling one month of service.
- C. Employees will have a mutually agreed upon 30 day window to dispute their seniority date; once that window closes, all seniority dates are set and cannot be changed.
- D. This seniority calculation will be used for all purposes except for step movement and PTO accrual levels.
- E. Short Hour/Per Diem and Regular Full/Part-time seniority shall be separate.
 - 1. *Breaks and Adjustments in Seniority:* Seniority shall not apply to any Employee until the Employee has been employed by AHS for a period of ninety (90) days.

Thereafter, seniority will be broken by dismissal for just cause, voluntary quitting, severance, or twelve (12) consecutive months of unemployment.
 - 2. In cases where seniority is broken, the Employee shall, upon re-employment, be considered as a new employee.
 - 3. *Seniority List:* AHS shall maintain seniority lists. An updated master and unit seniority list shall be provided to all units and the Union upon request.
- G. **Short Term Layoff**
 - 1. **Definition:** A short-term layoff is one that AHS expects to be for fourteen or fewer days.
 - 2. **Application of Seniority:** Seniority within titles (or title series) and shifts shall be the basis of short term layoffs. However, AHS will not be required to assign an Employee from an overlapping shift to a position involving penalty or overtime rates not required for other Employees.
 - 3. **Order of Short Term Layoff:** In the event it becomes necessary to implement a temporary reduction in force/temporary layoff (TLO), AHS shall reduce staffing in the reverse order of seniority with two hours notice on each title (or title series) on a unit and shift in the following order, provided, however, that seniority shall not control when a less senior Employee who would otherwise be displaced possesses essential skills that the more senior Employee does not have:

- (i) Mandatory extra shifts scheduled for part time employees, then
- (ii) Registry Employees/Agency Employees; then,
- (iii) Employees working overtime; then,
- (iv) Volunteers; then,
- (v) Per Diems; then
- (vi) Short Hours; then,
- (vii) Regular Employees working an extra shift; and finally,
- (viii) Regular Employees

H. **Indefinite Layoff**

1. **Employment Security.** AHS will provide employment security to bargaining unit employees by making every effort to avoid displacing employees (e.g. reduction in force, reduction in hours, elimination on an indefinite or permanent basis, etc.) insofar as it is feasible.
2. In the event AHS is contemplating a reduction in force, each manager or director of the affected area will complete a comprehensive rationale and AHS will notify SEIU in writing of a proposed reduction in force and attach the rationale. The rationale will include what alternatives to layoffs were contemplated and/or implemented in lieu of layoffs, a justification for the use of temporary, probationary or per diem employees as well as other pertinent information. AHS is also committed to promote transparency, accountability, and full communications in compliance with its obligations under state and local laws. The parties will meet and confer over the impact of the layoffs on employees for approximately 30 days from the date of the first meeting. That first meeting must be held within one week of the submission of the justification or the time limit will be 30 days plus one calendar week. After the meeting period, the SLH Chief Administrative Officer may:
 - A. Decide whether or not to move forward with reductions and/or alternative measures.
 - B. Determine the classifications to be affected, the number of positions to be reduced and the proposed effective date.

The parties may continue to meet and confer even after layoff notices are sent to employees up to a maximum of another 30 days. The subjects of these impact negotiations shall not include the policy decisions behind the layoffs. Negotiations may include workload discussions. The parties should mutually identify classifications where there are or may be job openings within SLH and hold those openings for employees facing displacement. By mutual agreement, the parties may agree to extend the 30 day period.

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

3. **Order of Displacement.** Displacement within all affected classifications shall be based on inverse SLH seniority; their bumping rights will be by classification, provided the

employee has the skill and ability to perform the work of the position into which the employee is bumping consistent with paragraphs below.

4. Before any regular full-time or part-time employee is displaced, first all temporary, probationary, regular per-diem, short-hour per diem employees within the affected classifications and layoff unit will be displaced. In addition, AHS will cease using registry employees within the affected classifications and layoff unit prior to any displacement. AHS shall review traveler contracts in classifications and layoff units where employees have been displaced upon expiration of the contract.
5. Bumping rights are at the discretion of the Chief Human Resources Officer and depend on unit needs. Reorientation and training for a period of up to three (3) months can be provided for the displaced employee(s) in order to develop the necessary skills and competencies for a successful transition to the new assignment. Before considering bumping rights to a filled position, the CHRO shall determine if there are any vacant posted positions that would be appropriate for the laid off employee to fill.

AHS and SEIU can mutually agree on an alternate bumping process for certain titles during the meeting process noted in Paragraph H.2. above.

6. **Exceptions to Seniority for Displacement.** When specific positions within a classification require special skill, knowledge, or abilities, the Chief Human Resources Officer may designate specialties within a classification and treat such approved specialty as a separate classification for the purpose of displacement and demotion in lieu of displacement.
7. **Process for Layoffs.** Upon approval by the SLH CAO, affected employees and the Union will be sent notices of layoff 30 calendar days prior to the effective date of the layoff. At the same time a general notice of layoff will be posted and sent electronically to all other SEIU represented employees informing them there is a layoff in process and less senior employees could be bumped. By the 10th calendar day after the initial notices are sent, a second letter will be sent notifying all affected employees of their bumping rights and all bumped employees they are being bumped and what bumping rights, if any, they have. In addition to the bumping rights available to the employee(s), the notice shall include the name and contact information of the assigned individual within Human Resources to notify of his/her intent regarding bumping. All affected employees will then have 10 calendar days to notify Human Resources whether they are exercising their bumping rights. The intention is that all layoff and bumping actions will have concluded no later than the 31st day of the notice.
8. All affected employees have the right to apply for posted positions if they are qualified and will be given preference in those open positions after an interview.
9. **Severance.** Employees who get notice of layoff may opt to take severance in lieu of layoff as follows:

6 months to 4 years of service 2 weeks base pay
5 years to 9 years of service 3 weeks base pay
10 years to 14 years of service 4 weeks base pay
15+ years of service 6 weeks base pay

Years of service for purposes of severance are determined using the Lawson seniority date.

Per diem employees without regular shift schedules are not eligible for severance. Employees who would have been laid off and took severance will be rehired according to the rehire preference in this Article. Employees who did not receive a layoff notice and were offered and accepted severance cannot be rehired for three years.

This offer will be extended to other employees in the affected title as described below. Employees who receive notices of severance option must sign for this option within the first week after the layoff notice to be eligible and will not be required to work after they sign for the option.

10. The Chief Human Resources Officer will offer more senior employees in the job classification the severance in lieu of layoff package unless the CHRO decides to limit the offer based on specialized needs or if the placement in that area of less senior employees in that title is not appropriate. Reorientation and training for a period of up to three (3) months can be provided for the displaced employee(s) in order to develop the necessary skills and competencies for a successful transition to the new assignment. Employees who are eligible for this severance will receive written notice two weeks before the individual layoff notice is sent advising they are in a job classification which is experiencing a reduction in force and that depending on the number of positions to be eliminated, the corresponding number of most senior employees who respond within the designated time frame will receive the severance package. Employees will be encouraged to respond in writing as quickly as possible in order to be considered for severance and that all those interested must respond within ten days of the date of the notice to be considered and if more employees respond than there are positions to be vacated, seniority will prevail. In no event is AHS obligated to pay severance to more employees or equivalent FTEs than were proposed to be laid off.
11. AHS and SEIU can mutually agree on alternate ways of offering this severance package for certain titles during the meeting process noted in Paragraph H.2.
12. **Regular Employees' Rights to SAN Positions.** A regular employee who is not able to secure a regular position as a result of the above process will be offered a per diem position in the affected classification should one be budgeted, if the classification is one that has per diem positions.
13. **Recall.** Employees shall be recalled by seniority for two (2) years from the date of the displacement.
14. **Alternate Procedure.** The Union and AHS agree that they may meet and confer on an alternate procedure to be used in lieu of the foregoing, provided that there is mutual agreement on the procedure to be used. In any case, all such agreements as well as the alternatives described above must be accomplished within the timeframes described in paragraph H.2. up to a maximum of 60 calendar days ending the 30th calendar day after the date of the layoff notices.

Article 18. TERMINATION NOTICE

A regularly employed Employee shall give no less than fourteen (14) calendar days' notice of intended resignation; and AHS shall give to a regularly scheduled Employee no less than fourteen

(14) calendar days' notice or ten (10) paid days' salary in lieu of notice of termination in a reduction of staff. The latter provisions shall not apply to Employees dismissed for just cause.

Article 19. VACANCY POSTING

- A. AHS will ensure that position vacancies are posted on AHS website. Position vacancies shall be posted for not less than seven (7) calendar days.
- B. SLH Employees may apply for posted vacancies and shall be given preference in filling such vacancy on a seniority basis provided such applicants are the best qualified for the position.

Article 20. PERFORMANCE IMPROVEMENT

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

**Article 21. DISCIPLINE WITHOUT PUNISHMENT/NOTICE OF TERMINATION
/PERSONNEL FILES**

- A. AHS agrees to the principles of progressive discipline, where appropriate, and to due process as set forth in this Article. It is the intent that disciplinary action be corrective in nature.
 - 1. All problems employees have are divided into three categories or tracks:
 - (i) **Attendance-** violations of the attendance and other related policies

(ii) **Performance**

- 1) **Neglect of duties-** generally knowing how to do the work but just not doing or finishing it.
- 2) **Incompetence-** not knowing how to do work which is reasonably in the job description. Training or retraining should be offered initially. Because progressive discipline does not make an employee competent, disciplinary steps may have to be skipped should retraining prove ineffective.

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

2. Disciplinary actions generally follow one of these tracks, although there could be occasions when the offenses cover two or even three tracks.

B. **Progressive Discipline Steps.** The following are the progressive disciplinary steps; they will be followed where appropriate. The employee may have union representation at each of these steps. The step in the process is determined by factors including but not limited to severity of the offense, impact on patients, other employees and/or operations, date of the last discipline, and other mitigating or aggravating factors.

1. **Reminder One.** At this step in the disciplinary process, the employee will be reminded of the policy standard or performance/behavioral expectation and his/her responsibility to meet it. The employee will be asked to make a commitment to correct the issue and once that commitment is made, a memorandum memorializing the meeting and commitment will be prepared and shared with both parties to the conversation. The memorandum will be placed in the employee's personnel file.
2. **Reminder Two.** This process is the same as Reminder One.
3. **Decision Making Leave.** If the issue persists, another meeting will be held with the employee. He/she will be told of the pending problems that have continued and then be told to take a day off with pay to think whether they could commit to change and continue employment. If, on return, the employee commits in a second meeting, he/she returns to work. If the employee does not commit, he/she resigns, is demoted or terminated after a Skelly hearing.
4. **Final Step.** If after the Decision Making Leave and commitment, the problem again persists, the employee is sent a Skelly letter as described below and the Skelly process is followed.

C. **Appeals**

- 1) Reminder Ones and Twos are grievable to the third step.
- 2) Terminations and demotions are grievable to as noted below.

D. **Recommended Terminations.** A recommended suspension/termination must be served on the employee in person or mailed. The notice should include:

1. A statement of the nature of the disciplinary action.
 2. A statement of the cause of the action.
 3. A statement in ordinary and concise language of the act or omission upon which the action is based.
 4. A statement of the employee's right to respond either orally at a meeting requested by the employee, or in writing and timeframes for responding.
- E. **Notice of Termination.** In the event of termination of an employee subject to this Memorandum of Understanding for a cause other than intoxication on the job, gross insubordination, dishonesty, or conviction of a felony which relates to the employee's job, the Department Manager or Designee shall give to such employee a written notice of termination no less than ten (10) working days prior to the effective date of said termination. In the event, however, that such employee is not on the job on the date he/she would be entitled to such notice, it shall be mailed to him/her on such date. Time spent on the job during such ten (10) day notice period by a probationary employee shall not be counted toward completion of the probationary period. AHS agrees to furnish a copy of any such notice to the Union, unless the employee requests otherwise, but failure to receive such notice shall not invalidate such termination.
- F. **Skelly Hearings.** The Union and AHS staff will meet periodically to jointly schedule hearings in advance. Scheduling will be determined by the Union's reasonable estimate of the amount of time it will take to investigate and prepare their case. Hearings will be presided over by one Skelly Officer and shall be scheduled by mutual consent of the parties. Cancellations will only be by mutual consent unless there are emergency circumstances beyond either the Union's or the employee's control. The Skelly officer will make the final determination if a hearing should be rescheduled because of an emergency circumstance or order an alternate remedy. The Union will make reasonable, timely requests for information and AHS will comply in a reasonable, timely manner.
- G. The Union or the employee shall have ten (10) days after receipt of the written Skelly decision in which to submit a written appeal of the discipline. Any appeal shall be pursued under Article 22, Grievance Procedure, by filing a grievance at the Step 3 level (CEO or designee).
- H. **Weingarten Rights.**
1. AHS will perform an investigation of allegations as needed, including Weingarten interviews.
 2. **Rights Described.** AHS shall permit employees to be represented during investigatory meetings consistent with the principles established by the United States Supreme Court in the matter *Weingarten vs. NLRB*, as modified by the courts and the NLRB.
 3. **Failure to Grant Weingarten Rights.** If an employee is denied Weingarten Rights during an investigatory meeting, the Employer must hold an additional meeting in which the employee is provided such rights and no disciplinary action shall take place until after the meeting is held.

4. **Implementation.** Counting Disciplinary Actions Given Prior to Implementation. Employees will be transitioned over to the new program on the following scale:

Old Progressive Discipline Step		New DWP Step
Minor suspension (under 6 days)	is considered to be at the level of a	Reminder One
Major Suspension (6 days and above)	is considered to be at the level of a	Reminder Two

- I. Employees with pending letters for suspension at the time of implementation will be brought over into DWP for the appropriate reminder. Employees awaiting Skelly hearings for termination at the time of implementation will be processed under the old system.
- J. **Implementation, Communication and Monitoring Committee.** The parties agree that implementation, communication and monitoring the program is crucial to the program's success. A joint labor management team made up of no more than three union representatives and no more than three management representatives will develop implementation plans including a timetable and communications to both supervisors and employees. The committee will also monitor the program to keep it on track. The committee will have two months to implement the program.
- K. **Personnel Files.**
1. **Review of Personnel (H.R.) Files.** An employee, alone or accompanied by a Union Representative, shall have the right to review his/her personnel (H.R.) file or authorize his/her Union Representative in writing to conduct such a review. Third party reference material shall not be made available. Such inspections shall be arranged in advance with Human Resources. Employees may make an appointment with Human Resources to inspect their personnel files, but they are limited to asking for copies of only 20 pages of documents in the file per calendar year.
 2. **Placement and Removal of Disciplinary Material in Personnel (H.R.) File.** No disciplinary material shall be inserted in an employee's personnel (H.R.) file without his/her prior notice. Discipline will be removed from an employee's official personnel (H.R.) file upon request of the employee after three (3) years from the date of the Skelly Decision or Settlement Agreement. All requests must be presented in writing to the CNE/Department Manager or Designee. Provided that no discipline of a similar nature has taken place for 3 years, failure of the Employee to have the discipline removed does not grant permission for AHS to continue to utilize the materials in subsequent actions; materials that are greater than 3 years old are considered stale and unusable. This does not apply to disciplines for patient abuse.

Article 22. GRIEVANCE AND ARBITRATION

- A. **Purpose and Definitions.** The purpose of the Grievance Procedure is to resolve disputes as expeditiously as possible. If an employee or the Union has a grievance or complaint, it shall be taken up in the manner set forth in this paragraph. References to an AHS manager or officer shall include his/her designee. A grievance is an allegation by an employee, group of employees or the Union that AHS has violated written AHS policies and procedures or interpretation or application of a provision of this MOU provided that the issue is within the scope of representation as defined in Government Code Section 3504.

B. Grievance Steps.

1. **STEP 1. Informal Meeting with Supervisor.** As a preliminary step, the employee shall first confer with his/her supervisor, or other appropriate manager, to attempt to resolve the matter prior to filing a written grievance. If the matter is not resolved pursuant to this informal meeting, or if the supervisor/manager refuses to meet informally, a written grievance may be initiated at Step 2, as provided below. No grievance shall be processed unless the employee or Union has attempted to meet with and/or notified the supervisor/manager. This preliminary step shall not apply to Union Grievances under Article 22, Section C below
2. **STEP 2. Submission of Written Grievance to Labor Relations.** A grievance by an employee or groups of employees that remains unresolved after the informal meeting is to be submitted in writing to the AHS Labor Relations Manager within sixty (60) calendar days of the date upon which the grievant(s) or the Union knew the facts that gave rise to the grievance. The grievance shall state:
 - a. The section of the MOU or written policy or procedure violated;
 - b. The detailed facts upon which it is based;
 - c. The remedy that is sought;
 - d. The date of the informal meeting with the supervisor/manager.
3. Upon receipt of a Step 2 grievance, the AHS Labor Relations Manager shall designate (within five (5) calendar days) the AHS senior operational or administrative management representative with authority to grant the requested remedy or otherwise resolve the grievance. The designated AHS senior operational or administrative management representative shall meet with the grievant(s) and the Union Shop Steward and/or Union Representative within ten (10) calendar days of the receipt of the grievance from the Labor Relations Manager. The AHS senior operational or administrative management representative shall respond to the Step 2 grievance in writing within seven (7) calendar days of the Step 2 meeting. If the AHS senior operational or administrative management denies the requested remedy, the Union may appeal the matter to Step 3 within ten (10) calendar of receipt of the written Step 2 or, if there is no response, within twenty two (22) calendar days of the filing of the grievance at Step 2, the grievance shall automatically advance to Step 3.
4. **STEP 3. Meeting with an Executive.** Within ten (10) calendar days of receiving the request, there shall be a Step 3 meeting with an Executive, provided that any designee shall not be the same senior operational or administrative management representative who heard the grievance at Step 2. AHS shall provide the Union with its final written response within ten (10) days of the conclusion of the Step 3 meeting. If the grievance is not settled, within thirty (30) days of the written Step 3 response either party may request in writing that the matter be referred to Step 4, Arbitration.
5. **STEP 4. Arbitration.** The arbitrator will be selected by representatives of AHS and the Union. AHS and the Union shall each pay one-half (1/2) of the costs of arbitration, including the fees of the arbitrator and other expenses of the arbitration proceeding,

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

- C. **Union Grievances.** Grievances by the Union over disputes arising from the Recognition Article of this MOU may be filed at Step 3 of the Grievance Procedure.
- D. **Time Limits.** The time limits established in the grievance procedure may only be waived by the mutual written agreement of the parties. No grievance or complaint shall be considered unless it has first been presented in writing at Step 2 within sixty (60) calendar days of the date upon which the grievant or the Union knew, or with reasonable diligence, ought to have known of the facts that gave rise to the grievance, and no grievance shall be submitted to arbitration unless a written demand to arbitrate (submission to Step 4) is presented within thirty (30) days of the final Step 3 response. On no account shall any grievance include a claim for money relief for more than ninety (90) days prior to the date of the grievance. With the exception of Step 4, if AHS fails to adhere to the time limits set forth in the Grievance Procedure, the grievance will be automatically advanced to the next step.
- E. **Authority of Arbitrator.** The arbitrator's award shall be final and binding on the parties. The arbitrator's authority shall be limited to the interpretation and application of specific provisions of this MOU or written AHS policies and procedures, and he/she shall have no authority to add to, subtract from or to change of terms or provisions of this MOU. The award shall be based upon the joint agreed submission of the parties, or the absence of an agreed submission, the questions raised by the parties in respect to the specific interpretation and application of the Agreement.
- F. **Disciplinary Actions.** Appeals of disciplinary actions are covered under Article 21.
- G. To expedite arbitrations and therefore speed justice for both the Union's members and AHS, the Union agrees to establish a panel within Local 1021 to screen what grievances and disciplinary actions move forward to arbitration.

Article 23. SAFETY COMMITTEE

One represented employee and one alternate will be designated as members of the AHS Safety Committee. The Employee participating in a meeting of the Committee will be released for attending. The Union will determine the method of selection of the participants.

Article 24. NO STRIKE/LOCKOUT

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

Article 25. CONTRACTING OUT SERVICES

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

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

- A. Review the proposal and answer questions and concerns about the proposal.
- B. Explore how the Union might present a counter proposal that could be presented to the Board of Trustees for consideration and mutually explore other ways to avoid contracting out the service.
- C. Meet and confer over the impact of the contracting out proposal. This meet and confer can be delayed by mutual agreement of the parties until after the Board of Trustees considers and votes on a union counter proposal, or, in the absence of a counter from the Union, the proposed contract.
- D. The Union reserves the right to present a position paper to the appropriate committee of the Board of Trustees.

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

Article 26. SAVINGS/SEVERABILITY

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

The parties agree that there may be issues with clauses and matters not in the contract that may come up in the future as the contract is implemented; they further agree that there will be continuing dialogue over those clauses and issues to clarify how they will be handled.


Article 27. TERM OF MEMORANDUM

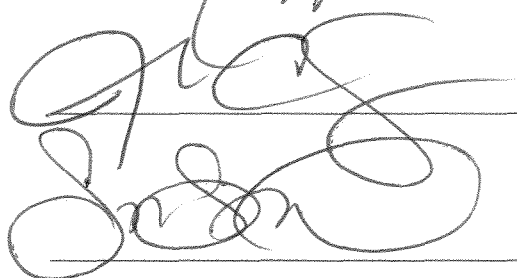
This Memorandum of Understanding shall become effective upon the approval of the Board of Trustees and shall remain in full effect to and including December 31, 2016.

SIGNED AND ENTERED INTO THIS 8th DAY OF August, 2014.

For SEIU:


Pete Castelli


Fran Jefferson


John Soden



Norma J. Miller


Linda Deen


Roger Patterson


Luke V. Roney


Eric J. Daniel


Amber Curye
Sharon McCoshan

For AHS:


Jeanette Loudon-Corbett


Dick Dodson

SLH SEIU Salary Table Effective 10/31/2013

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH ACCOUNT REPRESENTATIVE I	\$ 22.3782	\$ 23.1249	\$ 23.9281	\$ 24.7088	\$ 25.5686	\$ 26.4398	\$ 27.3335	\$ 28.2725	\$ 29.2229	\$ 30.2072
SLH ACCOUNT REPRESENTATIVE I (SAN)	\$ 23.3782	\$ 24.1249	\$ 24.9281	\$ 25.7088	\$ 26.5686	\$ 27.4398	\$ 28.3335	\$ 29.2725	\$ 30.2229	\$ 31.2072
SLH ACCOUNT REPRESENTATIVE II	\$ 25.7270	\$ 26.5981	\$ 27.5032	\$ 28.4309	\$ 29.4039	\$ 30.3882	\$ 31.4403	\$ 32.5038	\$ 33.6239	\$ 34.7213
SLH ACCOUNT REPRESENTATIVE II (SAN)	\$ 26.7270	\$ 27.5981	\$ 28.5032	\$ 29.4309	\$ 30.4039	\$ 31.3882	\$ 32.4403	\$ 33.5038	\$ 34.6239	\$ 35.7213
SLH Billing Tech I	\$ 20.5331	\$ 21.4879	\$ 22.2817	\$ 23.3008	\$ 24.3414	\$ 24.8282	\$ -	\$ -	\$ -	\$ -
SLH Billing Tech I (SAN)	\$ 21.5331	\$ 22.4879	\$ 23.2817	\$ 24.3008	\$ 25.3414	\$ 25.8282	\$ -	\$ -	\$ -	\$ -
SLH Billing Tech II	\$ 21.7776	\$ 22.7538	\$ 23.7515	\$ 24.7707	\$ 25.8618	\$ 26.3790	\$ -	\$ -	\$ -	\$ -
SLH Billing Tech II (SAN)	\$ 22.7776	\$ 23.7538	\$ 24.7515	\$ 25.7707	\$ 26.8618	\$ 27.3790	\$ -	\$ -	\$ -	\$ -
SLH Billing Tech III	\$ 23.5475	\$ 24.6096	\$ 25.7360	\$ 26.8518	\$ 27.9147	\$ 28.4730	\$ -	\$ -	\$ -	\$ -
SLH Billing Tech III (SAN)	\$ 24.5475	\$ 25.6096	\$ 26.7360	\$ 27.8518	\$ 28.9147	\$ 29.4730	\$ -	\$ -	\$ -	\$ -
SLH CHART ANALYST	\$ 23.5838	\$ 24.3681	\$ 25.1411	\$ 25.9366	\$ 26.7208	\$ 27.4939	\$ 28.2894	\$ 29.0736	\$ 29.8467	\$ -
SLH CHART ANALYST (SAN)	\$ 24.5838	\$ 25.3681	\$ 26.1411	\$ 26.9366	\$ 27.7208	\$ 28.4939	\$ 29.2894	\$ 30.0736	\$ 30.8467	\$ -
SLH CHART ANALYST LEAD	\$ 24.6991	\$ 25.6979	\$ 26.7071	\$ 27.7891	\$ 28.8919	\$ 30.0468	\$ 31.2432	\$ 32.5125	\$ -	\$ -
SLH CHART ANALYST LEAD (SAN)	\$ 25.6991	\$ 26.6979	\$ 27.7071	\$ 28.7891	\$ 29.8919	\$ 31.0468	\$ 32.2432	\$ 33.5125	\$ -	\$ -
SLH CLERK-ED UNIT	\$ 20.3510	\$ 21.3956	\$ 22.4286	\$ 23.4617	\$ 24.5062	\$ 25.5392	\$ 26.5493	\$ -	\$ -	\$ -
SLH CLERK-ED UNIT (SAN)	\$ 23.3510	\$ 24.3956	\$ 25.4286	\$ 26.4617	\$ 27.5062	\$ 28.5392	\$ 29.5493	\$ -	\$ -	\$ -
SLH CODER II (ART I)	\$ 31.0832	\$ 33.4478	\$ 35.8238	\$ 38.1998	\$ 40.5528	\$ -	\$ -	\$ -	\$ -	\$ -
SLH CODER II (ART I) (SAN)	\$ 32.0832	\$ 34.4478	\$ 36.8238	\$ 39.1998	\$ 41.5528	\$ -	\$ -	\$ -	\$ -	\$ -
SLH COOK	\$ 24.2672	\$ 24.8498	\$ 25.4324	\$ 26.0150	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH COOK (SAN)	\$ 25.2672	\$ 25.8498	\$ 26.4324	\$ 27.0150	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH COOK LEAD	\$ 25.4884	\$ 26.0150	\$ 26.5416	\$ 27.0681	\$ 27.6059	\$ -	\$ -	\$ -	\$ -	\$ -
SLH COOK LEAD (SAN)	\$ 26.4884	\$ 27.0150	\$ 27.5416	\$ 28.0681	\$ 28.6059	\$ -	\$ -	\$ -	\$ -	\$ -
SLH DATA CONTROL SPECIALIST	\$ 22.3782	\$ 23.1249	\$ 23.9281	\$ 24.7088	\$ 25.5686	\$ 26.4398	\$ 27.3335	\$ 28.2725	\$ 29.2229	\$ 30.2072
SLH DATA CONTROL SPECIALIST (SAN)	\$ 23.3782	\$ 24.1249	\$ 24.9281	\$ 25.7088	\$ 26.5686	\$ 27.4398	\$ 28.3335	\$ 29.2725	\$ 30.2229	\$ 31.2072
SLH DISCHARGE PLANNING ASSISTANT	\$ 26.9941	\$ 28.3970	\$ 29.8678	\$ 31.4290	\$ 33.0921	\$ 34.7552	\$ 36.4975	\$ 38.3303	\$ -	\$ -
SLH DISCHARGE PLANNING ASSISTANT (SAN)	\$ 27.9941	\$ 29.3970	\$ 30.8678	\$ 32.4290	\$ 34.0921	\$ 35.7552	\$ 37.4975	\$ 39.3303	\$ -	\$ -
SLH EMT	\$ 26.2503	\$ 26.8329	\$ 27.5163	\$ 28.1549	\$ 29.5330	\$ -	\$ -	\$ -	\$ -	\$ -
SLH EMT (SAN)	\$ 27.2503	\$ 27.8329	\$ 28.5163	\$ 29.1549	\$ 30.5330	\$ -	\$ -	\$ -	\$ -	\$ -
SLH ENVIRONMENTAL SVCS WORKER	\$ 22.9116	\$ 23.3933	\$ 23.8639	\$ 24.3344	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH ENVIRONMENTAL SVCS WORKER (SAN)	\$ 23.9116	\$ 24.3933	\$ 24.8639	\$ 25.3344	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH FOOD SERVICE WORKER	\$ 22.7323	\$ 23.2029	\$ 23.6510	\$ 24.1328	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH FOOD SERVICE WORKER (SAN)	\$ 23.7323	\$ 24.2029	\$ 24.6510	\$ 25.1328	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH INSURANCE VERIFIER	\$ 22.2506	\$ 23.1805	\$ 24.1776	\$ 25.1747	\$ 26.1719	\$ 27.1690	\$ 28.1885	\$ -	\$ -	\$ -
SLH INSURANCE VERIFIER (SAN)	\$ 23.2506	\$ 24.1805	\$ 25.1776	\$ 26.1747	\$ 27.1719	\$ 28.1690	\$ 29.1885	\$ -	\$ -	\$ -
SLH LVN (IV CERTIFIED)	\$ 31.0679	\$ 31.9306	\$ 32.7932	\$ 33.6671	\$ 34.5298	\$ -	\$ -	\$ -	\$ -	\$ -
SLH LVN (IV CERTIFIED) (SAN)	\$ 35.7281	\$ 36.7201	\$ 37.7122	\$ 38.7172	\$ 39.7093	\$ -	\$ -	\$ -	\$ -	\$ -
SLH MATERIAL HANDLER	\$ 20.6216	\$ 21.5895	\$ 22.5531	\$ 23.5166	\$ 24.4801	\$ 25.4212	\$ -	\$ -	\$ -	\$ -
SLH MATERIAL HANDLER (SAN)	\$ 21.6216	\$ 22.5895	\$ 23.5531	\$ 24.5166	\$ 25.4801	\$ 26.4212	\$ -	\$ -	\$ -	\$ -
SLH MEDICAL RECORDS CLERK	\$ 22.0041	\$ 22.6651	\$ 23.3373	\$ 24.0431	\$ 24.7602	\$ 25.4996	\$ 26.2727	\$ 27.0569	\$ 27.8748	\$ -
SLH MEDICAL RECORDS CLERK (SAN)	\$ 23.0041	\$ 23.6651	\$ 24.3373	\$ 25.0431	\$ 25.7602	\$ 26.4996	\$ 27.2727	\$ 28.0569	\$ 28.8748	\$ -
SLH NOC UNIT CLK / MONITOR TECH / PCA	\$ 24.7702	\$ 26.0328	\$ 27.2954	\$ 28.5580	\$ 29.8206	\$ 31.0832	\$ 32.3114	\$ -	\$ -	\$ -
SLH NOC UNIT CLK / MONITOR TECH / PCA (SAN)	\$ 27.7702	\$ 29.0328	\$ 30.2954	\$ 31.5580	\$ 32.8206	\$ 34.0832	\$ 35.3114	\$ -	\$ -	\$ -
SLH OR TRANSPORTER	\$ 23.9983	\$ 24.5361	\$ 25.0739	\$ 25.6229	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH OR TRANSPORTER (SAN)	\$ 24.9983	\$ 25.5361	\$ 26.0739	\$ 26.6229	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

SLH SEIU Salary Table Effective 10/31/2013

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH PATIENT ADMITTING REP	\$ 21.0854	\$ 22.0041	\$ 22.9452	\$ 23.8863	\$ 24.8274	\$ 25.7685	\$ 26.7096	\$ -	\$ -	\$ -
SLH PATIENT ADMITTING REP (SAN)	\$ 22.0854	\$ 23.0041	\$ 23.9452	\$ 24.8863	\$ 25.8274	\$ 26.7685	\$ 27.7096	\$ -	\$ -	\$ -

SLH SEIU Salary Table Effective 10/31/2013

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH PATIENT CARE ASSISTANT	\$ 23.4381	\$ 23.9759	\$ 24.5137	\$ 25.0627	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH PATIENT CARE ASSISTANT (SAN)	\$ 24.4381	\$ 24.9759	\$ 25.5137	\$ 26.0627	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH PBX OPERATOR	\$ 20.0700	\$ 21.1300	\$ 22.2100	\$ 23.2900	\$ 24.3600	\$ 25.4200	\$ -	\$ -	\$ -	\$ -
SLH PBX OPERATOR (SAN)	\$ 21.0700	\$ 22.1300	\$ 23.2100	\$ 24.2900	\$ 25.3600	\$ 26.4200	\$ -	\$ -	\$ -	\$ -
SLH PHARMACY BUYER	\$ 25.1613	\$ 25.9193	\$ 26.7000	\$ 27.5032	\$ 28.3291	\$ 29.1776	\$ 30.0488	\$ 30.9539	\$ 31.8816	\$ 32.8432
SLH PHARMACY BUYER (SAN)	\$ 26.1613	\$ 26.9193	\$ 27.7000	\$ 28.5032	\$ 29.3291	\$ 30.1776	\$ 31.0488	\$ 31.9539	\$ 32.8816	\$ 33.8432
SLH PHARMACY TECH	\$ 24.5177	\$ 25.2523	\$ 26.0098	\$ 26.7904	\$ 27.5938	\$ 28.4203	\$ 29.2697	\$ 30.1420	\$ 31.0603	\$ 31.9900
SLH PHARMACY TECH (SAN)	\$ 28.1953	\$ 29.0401	\$ 29.9113	\$ 30.8089	\$ 31.7329	\$ 32.6833	\$ 33.6601	\$ 34.6633	\$ 35.7193	\$ 36.7885
SLH PHLEBOTOMIST	\$ 23.5764	\$ 24.2881	\$ 25.0112	\$ 25.7573	\$ 26.5264	\$ 27.3298	\$ 28.1448	\$ 28.9942	\$ 29.8665	\$ 30.7619
SLH PHLEBOTOMIST (SAN)	\$ 27.1129	\$ 27.9313	\$ 28.7629	\$ 29.6209	\$ 30.5053	\$ 31.4293	\$ 32.3665	\$ 33.3433	\$ 34.3465	\$ 35.3761
SLH PHLEBOTOMIST LEAD	\$ 27.1118	\$ 27.9267	\$ 28.7532	\$ 29.6255	\$ 30.5093	\$ 31.4276	\$ 32.3688	\$ 33.3445	\$ 34.3431	\$ 35.3761
SLH PHLEBOTOMIST LEAD (SAN)	\$ 31.1785	\$ 32.1157	\$ 33.0661	\$ 34.0693	\$ 35.0857	\$ 36.1417	\$ 37.2241	\$ 38.3461	\$ 39.4945	\$ 40.6826
SLH PHYSICAL THERAPY ASST	\$ 28.0071	\$ 29.4074	\$ 30.8881	\$ 32.4262	\$ 34.0446	\$ 36.5584	\$ -	\$ -	\$ -	\$ -
SLH PHYSICAL THERAPY ASST (SAN)	\$ 32.2081	\$ 33.8185	\$ 35.5213	\$ 37.2901	\$ 39.1513	\$ 42.0422	\$ -	\$ -	\$ -	\$ -
SLH RCP	\$ 34.1250	\$ 36.2026	\$ 38.2801	\$ 40.3577	\$ 42.4353	\$ 44.5243	\$ -	\$ -	\$ -	\$ -
SLH RCP (SAN)	\$ 39.2437	\$ 41.6330	\$ 44.0222	\$ 46.4114	\$ 48.8006	\$ 51.2030	\$ -	\$ -	\$ -	\$ -
SLH RCP II	\$ 36.3059	\$ 38.5212	\$ 40.7365	\$ 42.9518	\$ 45.1671	\$ 47.3710	\$ -	\$ -	\$ -	\$ -
SLH RCP II (SAN)	\$ 41.7518	\$ 44.2994	\$ 46.8470	\$ 49.3946	\$ 51.9422	\$ 54.4766	\$ -	\$ -	\$ -	\$ -
SLH RCP II - PFT CERTIFIED	\$ 37.7521	\$ 40.0593	\$ 42.3664	\$ 44.6736	\$ 46.9807	\$ 49.2649	\$ -	\$ -	\$ -	\$ -
SLH RCP II - PFT CERTIFIED (SAN)	\$ 43.4150	\$ 46.0682	\$ 48.7214	\$ 51.3746	\$ 54.0278	\$ 56.6546	\$ -	\$ -	\$ -	\$ -
SLH RCP III	\$ 39.9330	\$ 42.3779	\$ 44.8113	\$ 47.2447	\$ 49.6896	\$ 52.1115	\$ -	\$ -	\$ -	\$ -
SLH RCP III (SAN)	\$ 45.9230	\$ 48.7346	\$ 51.5330	\$ 54.3314	\$ 57.1430	\$ 59.9282	\$ -	\$ -	\$ -	\$ -
SLH REP - PATIENT ADMITTING LEAD	\$ 22.5172	\$ 23.4948	\$ 24.4724	\$ 25.4500	\$ 26.4276	\$ 27.4051	\$ 28.3937	\$ -	\$ -	\$ -
SLH REP - PATIENT ADMITTING LEAD (SAN)	\$ 23.5172	\$ 24.4948	\$ 25.4724	\$ 26.4500	\$ 27.4276	\$ 28.4051	\$ 29.3937	\$ -	\$ -	\$ -
SLH ROOM SERVICE COORDINATOR	\$ 23.5614	\$ 24.2896	\$ 25.0067	\$ 25.7461	\$ 26.5192	\$ -	\$ -	\$ -	\$ -	\$ -
SLH ROOM SERVICE COORDINATOR (SAN)	\$ 24.5614	\$ 25.2896	\$ 26.0067	\$ 26.7461	\$ 27.5192	\$ -	\$ -	\$ -	\$ -	\$ -
SLH SECRETARY II	\$ 22.2506	\$ 23.0460	\$ 23.9087	\$ 24.7714	\$ 25.6341	\$ 26.4968	\$ 27.3594	\$ 28.1885	\$ -	\$ -
SLH SECRETARY II (SAN)	\$ 23.2506	\$ 24.0460	\$ 24.9087	\$ 25.7714	\$ 26.6341	\$ 27.4968	\$ 28.3594	\$ 29.1885	\$ -	\$ -
SLH STAFFING COORDINATOR	\$ 24.6991	\$ 25.6979	\$ 26.7071	\$ 27.7891	\$ 28.8919	\$ 30.0468	\$ 31.2432	\$ 32.5125	\$ -	\$ -
SLH STAFFING COORDINATOR (SAN)	\$ 25.6991	\$ 26.6979	\$ 27.7071	\$ 28.7891	\$ 29.8919	\$ 31.0468	\$ 32.2432	\$ 33.5125	\$ -	\$ -
SLH SURGURY SCHEDULER / BUYER	\$ 25.6704	\$ 26.9375	\$ 28.2839	\$ 29.6754	\$ 31.1349	\$ 32.6848	\$ 34.3027	\$ 35.9997	\$ -	\$ -
SLH SURGURY SCHEDULER / BUYER (SAN)	\$ 26.6704	\$ 27.9375	\$ 29.2839	\$ 30.6754	\$ 32.1349	\$ 33.6848	\$ 35.3027	\$ 36.9997	\$ -	\$ -
SLH TECH - CENTRAL SUPPLY, LEAD	\$ 25.1299	\$ 25.6901	\$ 26.7544	\$ 28.8719	\$ 29.9139	\$ 30.9782	\$ 32.0314	\$ -	\$ -	\$ -
SLH TECH - CENTRAL SUPPLY, LEAD (SAN)	\$ 26.1299	\$ 26.6901	\$ 27.7544	\$ 29.8719	\$ 30.9139	\$ 31.9782	\$ 33.0314	\$ -	\$ -	\$ -
SLH TECH - EKG	\$ 25.4474	\$ 26.8133	\$ 28.2137	\$ 29.7059	\$ 31.2669	\$ 32.8968	\$ -	\$ -	\$ -	\$ -
SLH TECH - EKG (SAN)	\$ 29.2645	\$ 30.8353	\$ 32.4457	\$ 34.1617	\$ 35.9569	\$ 37.8313	\$ -	\$ -	\$ -	\$ -
SLH TECH - OR	\$ 33.5999	\$ 36.0535	\$ 38.4847	\$ 40.9495	\$ 43.4031	\$ -	\$ -	\$ -	\$ -	\$ -
SLH TECH - OR (SAN)	\$ 38.6399	\$ 41.4615	\$ 44.2574	\$ 47.0920	\$ 49.9136	\$ -	\$ -	\$ -	\$ -	\$ -
SLH TRANSCRIPTIONIST II	\$ 26.4519	\$ 27.2474	\$ 28.0541	\$ 28.9056	\$ 29.7682	\$ 30.6645	\$ 31.5832	\$ 32.5244	\$ 33.5103	\$ -
SLH TRANSCRIPTIONIST II (SAN)	\$ 27.4519	\$ 28.2474	\$ 29.0541	\$ 29.9056	\$ 30.7682	\$ 31.6645	\$ 32.5832	\$ 33.5244	\$ 34.5103	\$ -
SLH TRANSPORTER	\$ 23.4381	\$ 23.9759	\$ 24.5137	\$ 25.0627	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH TRANSPORTER (SAN)	\$ 24.4381	\$ 24.9759	\$ 25.5137	\$ 26.0627	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SLH UNIT CLERK / MONITOR TECH	\$ 24.7702	\$ 26.0328	\$ 27.2954	\$ 28.5580	\$ 29.8206	\$ 31.0832	\$ 32.3114	\$ -	\$ -	\$ -
SLH UNIT CLERK / MONITOR TECH (SAN)	\$ 27.7702	\$ 29.0328	\$ 30.2954	\$ 31.5580	\$ 32.8206	\$ 34.0832	\$ 35.3114	\$ -	\$ -	\$ -

SLH SEIU Salary Table Effective 12/07/2014 (1% Across The Board)

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH ACCOUNT REPRESENTATIVE I	\$ 22.6020	\$ 23.3561	\$ 24.1674	\$ 24.9559	\$ 25.8243	\$ 26.7042	\$ 27.6068	\$ 28.5552	\$ 29.5151	\$ 30.5093
SLH ACCOUNT REPRESENTATIVE I (SAN)	\$ 23.6020	\$ 24.3561	\$ 25.1674	\$ 25.9559	\$ 26.8243	\$ 27.7042	\$ 28.6068	\$ 29.5552	\$ 30.5151	\$ 31.5093
SLH ACCOUNT REPRESENTATIVE II	\$ 25.9843	\$ 26.8641	\$ 27.7782	\$ 28.7152	\$ 29.6979	\$ 30.6921	\$ 31.7547	\$ 32.8288	\$ 33.9601	\$ 35.0685
SLH ACCOUNT REPRESENTATIVE II (SAN)	\$ 26.9843	\$ 27.8641	\$ 28.7782	\$ 29.7152	\$ 30.6979	\$ 31.6921	\$ 32.7547	\$ 33.8288	\$ 34.9601	\$ 36.0685
SLH Billing Tech I	\$ 20.7384	\$ 21.7028	\$ 22.5045	\$ 23.5338	\$ 24.5848	\$ 25.0765				
SLH Billing Tech I (SAN)	\$ 21.7384	\$ 22.7028	\$ 23.5045	\$ 24.5338	\$ 25.5848	\$ 26.0765				
SLH Billing Tech II	\$ 21.9954	\$ 22.9813	\$ 23.9890	\$ 25.0184	\$ 26.1204	\$ 26.6428				
SLH Billing Tech II (SAN)	\$ 22.9954	\$ 23.9813	\$ 24.9890	\$ 26.0184	\$ 27.1204	\$ 27.6428				
SLH Billing Tech III	\$ 23.7830	\$ 24.8557	\$ 25.9934	\$ 27.1203	\$ 28.1938	\$ 28.7577				
SLH Billing Tech III (SAN)	\$ 24.7830	\$ 25.8557	\$ 26.9934	\$ 28.1203	\$ 29.1938	\$ 29.7577				
SLH CHART ANALYST	\$ 23.8196	\$ 24.6118	\$ 25.3925	\$ 26.1960	\$ 26.9880	\$ 27.7688	\$ 28.5723	\$ 29.3643	\$ 30.1452	
SLH CHART ANALYST (SAN)	\$ 24.8196	\$ 25.6118	\$ 26.3925	\$ 27.1960	\$ 27.9880	\$ 28.7688	\$ 29.5723	\$ 30.3643	\$ 31.1452	
SLH CHART ANALYST LEAD	\$ 24.9461	\$ 25.9549	\$ 26.9742	\$ 28.0670	\$ 29.1808	\$ 30.3473	\$ 31.5556	\$ 32.8376		
SLH CHART ANALYST LEAD (SAN)	\$ 25.9461	\$ 26.9549	\$ 27.9742	\$ 29.0670	\$ 30.1808	\$ 31.3473	\$ 32.5556	\$ 33.8376		
SLH CLERK-ED UNIT	\$ 20.5545	\$ 21.6096	\$ 22.6529	\$ 23.6963	\$ 24.7513	\$ 25.7946	\$ 26.8148			
SLH CLERK-ED UNIT (SAN)	\$ 23.5545	\$ 24.6096	\$ 25.6529	\$ 26.6963	\$ 27.7513	\$ 28.7946	\$ 29.8148			
SLH CODER II (ART I)	\$ 31.3940	\$ 33.7823	\$ 36.1820	\$ 38.5818	\$ 40.9583					
SLH CODER II (ART I) (SAN)	\$ 32.3940	\$ 34.7823	\$ 37.1820	\$ 39.5818	\$ 41.9583					
SLH COOK	\$ 24.5099	\$ 25.0983	\$ 25.6867	\$ 26.2752						
SLH COOK (SAN)	\$ 25.5099	\$ 26.0983	\$ 26.6867	\$ 27.2752						
SLH COOK LEAD	\$ 25.7433	\$ 26.2752	\$ 26.8070	\$ 27.3388	\$ 27.8820					
SLH COOK LEAD (SAN)	\$ 26.7433	\$ 27.2752	\$ 27.8070	\$ 28.3388	\$ 28.8820					
SLH DATA CONTROL SPECIALIST	\$ 22.6020	\$ 23.3561	\$ 24.1674	\$ 24.9559	\$ 25.8243	\$ 26.7042	\$ 27.6068	\$ 28.5552	\$ 29.5151	\$ 30.5093
SLH DATA CONTROL SPECIALIST (SAN)	\$ 23.6020	\$ 24.3561	\$ 25.1674	\$ 25.9559	\$ 26.8243	\$ 27.7042	\$ 28.6068	\$ 29.5552	\$ 30.5151	\$ 31.5093
SLH DISCHARGE PLANNING ASSISTANT	\$ 27.2640	\$ 28.6810	\$ 30.1665	\$ 31.7433	\$ 33.4230	\$ 35.1028	\$ 36.8625	\$ 38.7136		
SLH DISCHARGE PLANNING ASSISTANT (SAN)	\$ 28.2640	\$ 29.6810	\$ 31.1665	\$ 32.7433	\$ 34.4230	\$ 36.1028	\$ 37.8625	\$ 39.7136		
SLH EMT	\$ 26.5128	\$ 27.1012	\$ 27.7915	\$ 28.4364	\$ 29.8283					
SLH EMT (SAN)	\$ 27.5128	\$ 28.1012	\$ 28.7915	\$ 29.4364	\$ 30.8283					
SLH ENVIRONMENTAL SVCS WORKER	\$ 23.1407	\$ 23.6272	\$ 24.1025	\$ 24.5777						
SLH ENVIRONMENTAL SVCS WORKER (SAN)	\$ 24.1407	\$ 24.6272	\$ 25.1025	\$ 25.5777						
SLH FOOD SERVICE WORKER	\$ 22.9596	\$ 23.4349	\$ 23.8875	\$ 24.3741						
SLH FOOD SERVICE WORKER (SAN)	\$ 23.9596	\$ 24.4349	\$ 24.8875	\$ 25.3741						
SLH INSURANCE VERIFIER	\$ 22.4731	\$ 23.4123	\$ 24.4194	\$ 25.4264	\$ 26.4336	\$ 27.4407	\$ 28.4704			
SLH INSURANCE VERIFIER (SAN)	\$ 23.4731	\$ 24.4123	\$ 25.4194	\$ 26.4264	\$ 27.4336	\$ 28.4407	\$ 29.4704			
SLH LVN (IV CERTIFIED)	\$ 31.3786	\$ 32.2499	\$ 33.1211	\$ 34.0038	\$ 34.8751					
SLH LVN (IV CERTIFIED) (SAN)	\$ 36.0854	\$ 37.0873	\$ 38.0893	\$ 39.1044	\$ 40.1064					
SLH MATERIAL HANDLER	\$ 20.8278	\$ 21.8054	\$ 22.7786	\$ 23.7518	\$ 24.7249	\$ 25.6754				
SLH MATERIAL HANDLER (SAN)	\$ 21.8278	\$ 22.8054	\$ 23.7786	\$ 24.7518	\$ 25.7249	\$ 26.6754				
SLH MEDICAL RECORDS CLERK	\$ 22.2241	\$ 22.8918	\$ 23.5707	\$ 24.2835	\$ 25.0078	\$ 25.7546	\$ 26.5354	\$ 27.3275	\$ 28.1535	
SLH MEDICAL RECORDS CLERK (SAN)	\$ 23.2241	\$ 23.8918	\$ 24.5707	\$ 25.2835	\$ 26.0078	\$ 26.7546	\$ 27.5354	\$ 28.3275	\$ 29.1535	
SLH NOC UNIT CLK / MONITOR TECH / PCA	\$ 25.0179	\$ 26.2931	\$ 27.5684	\$ 28.8436	\$ 30.1188	\$ 31.3940	\$ 32.6345			
SLH NOC UNIT CLK / MONITOR TECH / PCA (SAN)	\$ 28.0179	\$ 29.2931	\$ 30.5684	\$ 31.8436	\$ 33.1188	\$ 34.3940	\$ 35.6345			
SLH OR TRANSPORTER	\$ 24.2383	\$ 24.7815	\$ 25.3246	\$ 25.8791						
SLH OR TRANSPORTER (SAN)	\$ 25.2383	\$ 25.7815	\$ 26.3246	\$ 26.8791						
SLH PATIENT ADMITTING REP	\$ 21.2963	\$ 22.2241	\$ 23.1747	\$ 24.1252	\$ 25.0757	\$ 26.0262	\$ 26.9767			

SLH SEIU Salary Table Effective 12/07/2014 (1% Across The Board)

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH PATIENT ADMITTING REP (SAN)	\$ 22.2963	\$ 23.2241	\$ 24.1747	\$ 25.1252	\$ 26.0757	\$ 27.0262	\$ 27.9767			

SLH SEIU Salary Table Effective 12/07/2014 (1% Across The Board)

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH PATIENT CARE ASSISTANT	\$ 23.6725	\$ 24.2157	\$ 24.7588	\$ 25.3133						
SLH PATIENT CARE ASSISTANT (SAN)	\$ 24.6725	\$ 25.2157	\$ 25.7588	\$ 26.3133						
SLH PBX OPERATOR	\$ 20.2707	\$ 21.3413	\$ 22.4321	\$ 23.5229	\$ 24.6036	\$ 25.6742				
SLH PBX OPERATOR (SAN)	\$ 21.2707	\$ 22.3413	\$ 23.4321	\$ 24.5229	\$ 25.6036	\$ 26.6742				
SLH PHARMACY BUYER	\$ 25.4129	\$ 26.1785	\$ 26.9670	\$ 27.7782	\$ 28.6124	\$ 29.4694	\$ 30.3493	\$ 31.2634	\$ 32.2004	\$ 33.1716
SLH PHARMACY BUYER (SAN)	\$ 26.4129	\$ 27.1785	\$ 27.9670	\$ 28.7782	\$ 29.6124	\$ 30.4694	\$ 31.3493	\$ 32.2634	\$ 33.2004	\$ 34.1716
SLH PHARMACY TECH	\$ 24.7629	\$ 25.5048	\$ 26.2699	\$ 27.0583	\$ 27.8697	\$ 28.7045	\$ 29.5624	\$ 30.4434	\$ 31.3709	\$ 32.3099
SLH PHARMACY TECH (SAN)	\$ 28.4773	\$ 29.3305	\$ 30.2104	\$ 31.1170	\$ 32.0502	\$ 33.0102	\$ 33.9968	\$ 35.0099	\$ 36.0765	\$ 37.1564
SLH PHLEBOTOMIST	\$ 23.8122	\$ 24.5310	\$ 25.2613	\$ 26.0149	\$ 26.7917	\$ 27.6031	\$ 28.4262	\$ 29.2841	\$ 30.1652	\$ 31.0695
SLH PHLEBOTOMIST (SAN)	\$ 27.3840	\$ 28.2106	\$ 29.0505	\$ 29.9171	\$ 30.8105	\$ 31.7436	\$ 32.6901	\$ 33.6767	\$ 34.6900	\$ 35.7299
SLH PHLEBOTOMIST LEAD	\$ 27.3829	\$ 28.2060	\$ 29.0407	\$ 29.9218	\$ 30.8144	\$ 31.7419	\$ 32.6925	\$ 33.6779	\$ 34.6865	\$ 35.7299
SLH PHLEBOTOMIST LEAD (SAN)	\$ 31.4903	\$ 32.4369	\$ 33.3968	\$ 34.4100	\$ 35.4366	\$ 36.5032	\$ 37.5964	\$ 38.7296	\$ 39.8895	\$ 41.0894
SLH PHYSICAL THERAPY ASST	\$ 28.2872	\$ 29.7015	\$ 31.1970	\$ 32.7505	\$ 34.3850	\$ 36.9240				
SLH PHYSICAL THERAPY ASST (SAN)	\$ 32.5302	\$ 34.1567	\$ 35.8765	\$ 37.6630	\$ 39.5428	\$ 42.4626				
SLH RCP	\$ 34.4663	\$ 36.5646	\$ 38.6629	\$ 40.7613	\$ 42.8597	\$ 44.9695				
SLH RCP (SAN)	\$ 39.6361	\$ 42.0493	\$ 44.4624	\$ 46.8755	\$ 49.2887	\$ 51.7149				
SLH RCP II	\$ 36.6690	\$ 38.9064	\$ 41.1439	\$ 43.3813	\$ 45.6188	\$ 47.8447				
SLH RCP II (SAN)	\$ 42.1693	\$ 44.7424	\$ 47.3155	\$ 49.8885	\$ 52.4616	\$ 55.0214				
SLH RCP II - PFT CERTIFIED	\$ 38.1296	\$ 40.4599	\$ 42.7901	\$ 45.1203	\$ 47.4505	\$ 49.7575				
SLH RCP II - PFT CERTIFIED (SAN)	\$ 43.8492	\$ 46.5289	\$ 49.2086	\$ 51.8883	\$ 54.5681	\$ 57.2211				
SLH RCP III	\$ 40.3323	\$ 42.8017	\$ 45.2594	\$ 47.7171	\$ 50.1865	\$ 52.6326				
SLH RCP III (SAN)	\$ 46.3822	\$ 49.2219	\$ 52.0483	\$ 54.8747	\$ 57.7145	\$ 60.5275				
SLH REP - PATIENT ADMITTING LEAD	\$ 22.7424	\$ 23.7297	\$ 24.7171	\$ 25.7045	\$ 26.6919	\$ 27.6792	\$ 28.6776			
SLH REP - PATIENT ADMITTING LEAD (SAN)	\$ 23.7424	\$ 24.7297	\$ 25.7171	\$ 26.7045	\$ 27.6919	\$ 28.6792	\$ 29.6776			
SLH ROOM SERVICE COORDINATOR	\$ 23.7970	\$ 24.5325	\$ 25.2568	\$ 26.0036	\$ 26.7844					
SLH ROOM SERVICE COORDINATOR (SAN)	\$ 24.7970	\$ 25.5325	\$ 26.2568	\$ 27.0036	\$ 27.7844					
SLH SECRETARY II	\$ 22.4731	\$ 23.2765	\$ 24.1478	\$ 25.0191	\$ 25.8904	\$ 26.7618	\$ 27.6330	\$ 28.4704		
SLH SECRETARY II (SAN)	\$ 23.4731	\$ 24.2765	\$ 25.1478	\$ 26.0191	\$ 26.8904	\$ 27.7618	\$ 28.6330	\$ 29.4704		
SLH STAFFING COORDINATOR	\$ 24.9461	\$ 25.9549	\$ 26.9742	\$ 28.0670	\$ 29.1808	\$ 30.3473	\$ 31.5556	\$ 32.8376		
SLH STAFFING COORDINATOR (SAN)	\$ 25.9461	\$ 26.9549	\$ 27.9742	\$ 29.0670	\$ 30.1808	\$ 31.3473	\$ 32.5556	\$ 33.8376		
SLH SURGURY SCHEDULER / BUYER	\$ 25.9271	\$ 27.2069	\$ 28.5667	\$ 29.9722	\$ 31.4462	\$ 33.0116	\$ 34.6457	\$ 36.3597		
SLH SURGURY SCHEDULER / BUYER (SAN)	\$ 26.9271	\$ 28.2069	\$ 29.5667	\$ 30.9722	\$ 32.4462	\$ 34.0116	\$ 35.6457	\$ 37.3597		
SLH TECH - CENTRAL SUPPLY, LEAD	\$ 25.3812	\$ 25.9470	\$ 27.0219	\$ 29.1606	\$ 30.2130	\$ 31.2880	\$ 32.3517			
SLH TECH - CENTRAL SUPPLY, LEAD (SAN)	\$ 26.3812	\$ 26.9470	\$ 28.0219	\$ 30.1606	\$ 31.2130	\$ 32.2880	\$ 33.3517			
SLH TECH - EKG	\$ 25.7019	\$ 27.0814	\$ 28.4958	\$ 30.0030	\$ 31.5796	\$ 33.2258				
SLH TECH - EKG (SAN)	\$ 29.5571	\$ 31.1437	\$ 32.7702	\$ 34.5033	\$ 36.3165	\$ 38.2097				
SLH TECH - OR	\$ 33.9359	\$ 36.4140	\$ 38.8695	\$ 41.3590	\$ 43.8371					
SLH TECH - OR (SAN)	\$ 39.0263	\$ 41.8761	\$ 44.7000	\$ 47.5629	\$ 50.4127					
SLH TRANSCRIPTIONIST II	\$ 26.7164	\$ 27.5199	\$ 28.3346	\$ 29.1947	\$ 30.0659	\$ 30.9711	\$ 31.8990	\$ 32.8496	\$ 33.8454	
SLH TRANSCRIPTIONIST II (SAN)	\$ 27.7164	\$ 28.5199	\$ 29.3346	\$ 30.1947	\$ 31.0659	\$ 31.9711	\$ 32.8990	\$ 33.8496	\$ 34.8454	
SLH TRANSPORTER	\$ 23.6725	\$ 24.2157	\$ 24.7588	\$ 25.3133						
SLH TRANSPORTER (SAN)	\$ 24.6725	\$ 25.2157	\$ 25.7588	\$ 26.3133						
SLH UNIT CLERK / MONITOR TECH	\$ 25.0179	\$ 26.2931	\$ 27.5684	\$ 28.8436	\$ 30.1188	\$ 31.3940	\$ 32.6345			
SLH UNIT CLERK / MONITOR TECH (SAN)	\$ 28.0179	\$ 29.2931	\$ 30.5684	\$ 31.8436	\$ 33.1188	\$ 34.3940	\$ 35.6345			

SLH SEIU Salary Table Effective 06/07/2015 (2% Across The Board)

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH ACCOUNT REPRESENTATIVE I	\$ 23.0540	\$ 23.8232	\$ 24.6507	\$ 25.4550	\$ 26.3408	\$ 27.2383	\$ 28.1589	\$ 29.1263	\$ 30.1054	\$ 31.1195
SLH ACCOUNT REPRESENTATIVE I (SAN)	\$ 24.0540	\$ 24.8232	\$ 25.6507	\$ 26.4550	\$ 27.3408	\$ 28.2383	\$ 29.1589	\$ 30.1263	\$ 31.1054	\$ 32.1195
SLH ACCOUNT REPRESENTATIVE II	\$ 26.5040	\$ 27.4014	\$ 28.3338	\$ 29.2895	\$ 30.2919	\$ 31.3059	\$ 32.3898	\$ 33.4854	\$ 34.6393	\$ 35.7699
SLH ACCOUNT REPRESENTATIVE II (SAN)	\$ 27.5040	\$ 28.4014	\$ 29.3338	\$ 30.2895	\$ 31.2919	\$ 32.3059	\$ 33.3898	\$ 34.4854	\$ 35.6393	\$ 36.7699
SLH Billing Tech I	\$ 21.1532	\$ 22.1369	\$ 22.9546	\$ 24.0045	\$ 25.0765	\$ 25.5780				
SLH Billing Tech I (SAN)	\$ 22.1532	\$ 23.1369	\$ 23.9546	\$ 25.0045	\$ 26.0765	\$ 26.5780				
SLH Billing Tech II	\$ 22.4353	\$ 23.4409	\$ 24.4688	\$ 25.5188	\$ 26.6428	\$ 27.1757				
SLH Billing Tech II (SAN)	\$ 23.4353	\$ 24.4409	\$ 25.4688	\$ 26.5188	\$ 27.6428	\$ 28.1757				
SLH Billing Tech III	\$ 24.2587	\$ 25.3528	\$ 26.5133	\$ 27.6627	\$ 28.7577	\$ 29.3329				
SLH Billing Tech III (SAN)	\$ 25.2587	\$ 26.3528	\$ 27.5133	\$ 28.6627	\$ 29.7577	\$ 30.3329				
SLH CHART ANALYST	\$ 24.2960	\$ 25.1040	\$ 25.9004	\$ 26.7199	\$ 27.5278	\$ 28.3242	\$ 29.1437	\$ 29.9516	\$ 30.7481	
SLH CHART ANALYST (SAN)	\$ 25.2960	\$ 26.1040	\$ 26.9004	\$ 27.7199	\$ 28.5278	\$ 29.3242	\$ 30.1437	\$ 30.9516	\$ 31.7481	
SLH CHART ANALYST LEAD	\$ 25.4450	\$ 26.4740	\$ 27.5137	\$ 28.6283	\$ 29.7644	\$ 30.9542	\$ 32.1867	\$ 33.4944		
SLH CHART ANALYST LEAD (SAN)	\$ 26.4450	\$ 27.4740	\$ 28.5137	\$ 29.6283	\$ 30.7644	\$ 31.9542	\$ 33.1867	\$ 34.4944		
SLH CLERK-ED UNIT	\$ 20.9656	\$ 22.0418	\$ 23.1060	\$ 24.1702	\$ 25.2463	\$ 26.3105	\$ 27.3511			
SLH CLERK-ED UNIT (SAN)	\$ 23.9656	\$ 25.0418	\$ 26.1060	\$ 27.1702	\$ 28.2463	\$ 29.3105	\$ 30.3511			
SLH CODER II (ART I)	\$ 32.0219	\$ 34.4579	\$ 36.9056	\$ 39.3534	\$ 41.7775					
SLH CODER II (ART I) (SAN)	\$ 33.0219	\$ 35.4579	\$ 37.9056	\$ 40.3534	\$ 42.7775					
SLH COOK	\$ 25.0001	\$ 25.6003	\$ 26.2004	\$ 26.8007						
SLH COOK (SAN)	\$ 26.0001	\$ 26.6003	\$ 27.2004	\$ 27.8007						
SLH COOK LEAD	\$ 26.2582	\$ 26.8007	\$ 27.3431	\$ 27.8856	\$ 28.4396					
SLH COOK LEAD (SAN)	\$ 27.2582	\$ 27.8007	\$ 28.3431	\$ 28.8856	\$ 29.4396					
SLH DATA CONTROL SPECIALIST	\$ 23.0540	\$ 23.8232	\$ 24.6507	\$ 25.4550	\$ 26.3408	\$ 27.2383	\$ 28.1589	\$ 29.1263	\$ 30.1054	\$ 31.1195
SLH DATA CONTROL SPECIALIST (SAN)	\$ 24.0540	\$ 24.8232	\$ 25.6507	\$ 26.4550	\$ 27.3408	\$ 28.2383	\$ 29.1589	\$ 30.1263	\$ 31.1054	\$ 32.1195
SLH DISCHARGE PLANNING ASSISTANT	\$ 27.8093	\$ 29.2546	\$ 30.7698	\$ 32.3782	\$ 34.0915	\$ 35.8049	\$ 37.5998	\$ 39.4879		
SLH DISCHARGE PLANNING ASSISTANT (SAN)	\$ 28.8093	\$ 30.2546	\$ 31.7698	\$ 33.3782	\$ 35.0915	\$ 36.8049	\$ 38.5998	\$ 40.4879		
SLH EMT	\$ 27.0431	\$ 27.6432	\$ 28.3473	\$ 29.0051	\$ 30.4249					
SLH EMT (SAN)	\$ 28.0431	\$ 28.6432	\$ 29.3473	\$ 30.0051	\$ 31.4249					
SLH ENVIRONMENTAL SVCS WORKER	\$ 23.6035	\$ 24.0997	\$ 24.5846	\$ 25.0693						
SLH ENVIRONMENTAL SVCS WORKER (SAN)	\$ 24.6035	\$ 25.0997	\$ 25.5846	\$ 26.0693						
SLH FOOD SERVICE WORKER	\$ 23.4188	\$ 23.9036	\$ 24.3653	\$ 24.8616						
SLH FOOD SERVICE WORKER (SAN)	\$ 24.4188	\$ 24.9036	\$ 25.3653	\$ 25.8616						
SLH INSURANCE VERIFIER	\$ 22.9226	\$ 23.8805	\$ 24.9078	\$ 25.9349	\$ 26.9623	\$ 27.9895	\$ 29.0398			
SLH INSURANCE VERIFIER (SAN)	\$ 23.9226	\$ 24.8805	\$ 25.9078	\$ 26.9349	\$ 27.9623	\$ 28.9895	\$ 30.0398			
SLH LVN (IV CERTIFIED)	\$ 32.0062	\$ 32.8949	\$ 33.7835	\$ 34.6839	\$ 35.5726					
SLH LVN (IV CERTIFIED) (SAN)	\$ 36.8071	\$ 37.8291	\$ 38.8510	\$ 39.8865	\$ 40.9085					
SLH MATERIAL HANDLER	\$ 21.2444	\$ 22.2415	\$ 23.2342	\$ 24.2268	\$ 25.2194	\$ 26.1889				
SLH MATERIAL HANDLER (SAN)	\$ 22.2444	\$ 23.2415	\$ 24.2342	\$ 25.2268	\$ 26.2194	\$ 27.1889				
SLH MEDICAL RECORDS CLERK	\$ 22.6686	\$ 23.3496	\$ 24.0421	\$ 24.7692	\$ 25.5080	\$ 26.2697	\$ 27.0661	\$ 27.8741	\$ 28.7166	
SLH MEDICAL RECORDS CLERK (SAN)	\$ 23.6686	\$ 24.3496	\$ 25.0421	\$ 25.7692	\$ 26.5080	\$ 27.2697	\$ 28.0661	\$ 28.8741	\$ 29.7166	
SLH NOC UNIT CLK / MONITOR TECH / PCA	\$ 25.5183	\$ 26.8190	\$ 28.1198	\$ 29.4205	\$ 30.7212	\$ 32.0219	\$ 33.2872			
SLH NOC UNIT CLK / MONITOR TECH / PCA (SAN)	\$ 28.5183	\$ 29.8190	\$ 31.1198	\$ 32.4205	\$ 33.7212	\$ 35.0219	\$ 36.2872			
SLH OR TRANSPORTER	\$ 24.7231	\$ 25.2771	\$ 25.8311	\$ 26.3967						
SLH OR TRANSPORTER (SAN)	\$ 25.7231	\$ 26.2771	\$ 26.8311	\$ 27.3967						
SLH PATIENT ADMITTING REP	\$ 21.7222	\$ 22.6686	\$ 23.6382	\$ 24.6077	\$ 25.5772	\$ 26.5467	\$ 27.5162			

SLH SEIU Salary Table Effective 06/07/2015 (2% Across The Board)

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH PATIENT ADMITTING REP (SAN)	\$ 22.7222	\$ 23.6686	\$ 24.6382	\$ 25.6077	\$ 26.5772	\$ 27.5467	\$ 28.5162			

SLH SEIU Salary Table Effective 06/07/2015 (2% Across The Board)

AHS Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SLH PATIENT CARE ASSISTANT	\$ 24.1460	\$ 24.7000	\$ 25.2540	\$ 25.8196						
SLH PATIENT CARE ASSISTANT (SAN)	\$ 25.1460	\$ 25.7000	\$ 26.2540	\$ 26.8196						
SLH PBX OPERATOR	\$ 20.6761	\$ 21.7681	\$ 22.8807	\$ 23.9934	\$ 25.0957	\$ 26.1877				
SLH PBX OPERATOR (SAN)	\$ 21.6761	\$ 22.7681	\$ 23.8807	\$ 24.9934	\$ 26.0957	\$ 27.1877				
SLH PHARMACY BUYER	\$ 25.9212	\$ 26.7021	\$ 27.5063	\$ 28.3338	\$ 29.1846	\$ 30.0588	\$ 30.9563	\$ 31.8887	\$ 32.8444	\$ 33.8350
SLH PHARMACY BUYER (SAN)	\$ 26.9212	\$ 27.7021	\$ 28.5063	\$ 29.3338	\$ 30.1846	\$ 31.0588	\$ 31.9563	\$ 32.8887	\$ 33.8444	\$ 34.8350
SLH PHARMACY TECH	\$ 25.2582	\$ 26.0149	\$ 26.7953	\$ 27.5995	\$ 28.4271	\$ 29.2786	\$ 30.1536	\$ 31.0523	\$ 31.9983	\$ 32.9561
SLH PHARMACY TECH (SAN)	\$ 29.0469	\$ 29.9171	\$ 30.8146	\$ 31.7394	\$ 32.6912	\$ 33.6704	\$ 34.6766	\$ 35.7101	\$ 36.7980	\$ 37.8995
SLH PHLEBOTOMIST	\$ 24.2884	\$ 25.0216	\$ 25.7665	\$ 26.5352	\$ 27.3275	\$ 28.1552	\$ 28.9947	\$ 29.8698	\$ 30.7685	\$ 31.6909
SLH PHLEBOTOMIST (SAN)	\$ 27.9317	\$ 28.7748	\$ 29.6315	\$ 30.5155	\$ 31.4266	\$ 32.3785	\$ 33.3439	\$ 34.3503	\$ 35.3838	\$ 36.4445
SLH PHLEBOTOMIST LEAD	\$ 27.9306	\$ 28.7701	\$ 29.6215	\$ 30.5202	\$ 31.4307	\$ 32.3767	\$ 33.3464	\$ 34.3515	\$ 35.3802	\$ 36.4445
SLH PHLEBOTOMIST LEAD (SAN)	\$ 32.1202	\$ 33.0856	\$ 34.0647	\$ 35.0982	\$ 36.1453	\$ 37.2332	\$ 38.3484	\$ 39.5042	\$ 40.6872	\$ 41.9112
SLH PHYSICAL THERAPY ASST	\$ 28.8529	\$ 30.2955	\$ 31.8209	\$ 33.4055	\$ 35.0727	\$ 37.6625				
SLH PHYSICAL THERAPY ASST (SAN)	\$ 33.1808	\$ 34.8398	\$ 36.5940	\$ 38.4163	\$ 40.3336	\$ 43.3119				
SLH RCP	\$ 35.1556	\$ 37.2959	\$ 39.4362	\$ 41.5765	\$ 43.7169	\$ 45.8689				
SLH RCP (SAN)	\$ 40.4289	\$ 42.8903	\$ 45.3516	\$ 47.8130	\$ 50.2744	\$ 52.7492				
SLH RCP II	\$ 37.4024	\$ 39.6845	\$ 41.9668	\$ 44.2489	\$ 46.5312	\$ 48.8016				
SLH RCP II (SAN)	\$ 43.0128	\$ 45.6372	\$ 48.2618	\$ 50.8862	\$ 53.5109	\$ 56.1218				
SLH RCP II - PFT CERTIFIED	\$ 38.8922	\$ 41.2691	\$ 43.6459	\$ 46.0227	\$ 48.3995	\$ 50.7527				
SLH RCP II - PFT CERTIFIED (SAN)	\$ 44.7260	\$ 47.4595	\$ 50.1928	\$ 52.9261	\$ 55.6594	\$ 58.3656				
SLH RCP III	\$ 41.1389	\$ 43.6577	\$ 46.1646	\$ 48.6714	\$ 51.1902	\$ 53.6853				
SLH RCP III (SAN)	\$ 47.3097	\$ 50.2064	\$ 53.0893	\$ 55.9721	\$ 58.8687	\$ 61.7381				
SLH REP - PATIENT ADMITTING LEAD	\$ 23.1972	\$ 24.2043	\$ 25.2114	\$ 26.2186	\$ 27.2257	\$ 28.2328	\$ 29.2512			
SLH REP - PATIENT ADMITTING LEAD (SAN)	\$ 24.1972	\$ 25.2043	\$ 26.2114	\$ 27.2186	\$ 28.2257	\$ 29.2328	\$ 30.2512			
SLH ROOM SERVICE COORDINATOR	\$ 24.2729	\$ 25.0232	\$ 25.7619	\$ 26.5237	\$ 27.3201					
SLH ROOM SERVICE COORDINATOR (SAN)	\$ 25.2729	\$ 26.0232	\$ 26.7619	\$ 27.5237	\$ 28.3201					
SLH SECRETARY II	\$ 22.9226	\$ 23.7420	\$ 24.6308	\$ 25.5195	\$ 26.4082	\$ 27.2970	\$ 28.1857	\$ 29.0398		
SLH SECRETARY II (SAN)	\$ 23.9226	\$ 24.7420	\$ 25.6308	\$ 26.5195	\$ 27.4082	\$ 28.2970	\$ 29.1857	\$ 30.0398		
SLH STAFFING COORDINATOR	\$ 25.4450	\$ 26.4740	\$ 27.5137	\$ 28.6283	\$ 29.7644	\$ 30.9542	\$ 32.1867	\$ 33.4944		
SLH STAFFING COORDINATOR (SAN)	\$ 26.4450	\$ 27.4740	\$ 28.5137	\$ 29.6283	\$ 30.7644	\$ 31.9542	\$ 33.1867	\$ 34.4944		
SLH SURGURY SCHEDULER / BUYER	\$ 26.4456	\$ 27.7510	\$ 29.1380	\$ 30.5716	\$ 32.0751	\$ 33.6718	\$ 35.3386	\$ 37.0869		
SLH SURGURY SCHEDULER / BUYER (SAN)	\$ 27.4456	\$ 28.7510	\$ 30.1380	\$ 31.5716	\$ 33.0751	\$ 34.6718	\$ 36.3386	\$ 38.0869		
SLH TECH - CENTRAL SUPPLY, LEAD	\$ 25.8888	\$ 26.4659	\$ 27.5623	\$ 29.7438	\$ 30.8173	\$ 31.9138	\$ 32.9987			
SLH TECH - CENTRAL SUPPLY, LEAD (SAN)	\$ 26.8888	\$ 27.4659	\$ 28.5623	\$ 30.7438	\$ 31.8173	\$ 32.9138	\$ 33.9987			
SLH TECH - EKG	\$ 26.2159	\$ 27.6230	\$ 29.0657	\$ 30.6031	\$ 32.2112	\$ 33.8903				
SLH TECH - EKG (SAN)	\$ 30.1483	\$ 31.7665	\$ 33.4256	\$ 35.1936	\$ 37.0429	\$ 38.9738				
SLH TECH - OR	\$ 34.6146	\$ 37.1423	\$ 39.6469	\$ 42.1862	\$ 44.7138					
SLH TECH - OR (SAN)	\$ 39.8068	\$ 42.7136	\$ 45.5939	\$ 48.5141	\$ 51.4209					
SLH TRANSCRIPTIONIST II	\$ 27.2507	\$ 28.0703	\$ 28.9013	\$ 29.7786	\$ 30.6672	\$ 31.5905	\$ 32.5370	\$ 33.5066	\$ 34.5223	
SLH TRANSCRIPTIONIST II (SAN)	\$ 28.2507	\$ 29.0703	\$ 29.9013	\$ 30.7786	\$ 31.6672	\$ 32.5905	\$ 33.5370	\$ 34.5066	\$ 35.5223	
SLH TRANSPORTER	\$ 24.1460	\$ 24.7000	\$ 25.2540	\$ 25.8196						
SLH TRANSPORTER (SAN)	\$ 25.1460	\$ 25.7000	\$ 26.2540	\$ 26.8196						
SLH UNIT CLERK / MONITOR TECH	\$ 25.5183	\$ 26.8190	\$ 28.1198	\$ 29.4205	\$ 30.7212	\$ 32.0219	\$ 33.2872			
SLH UNIT CLERK / MONITOR TECH (SAN)	\$ 28.5183	\$ 29.8190	\$ 31.1198	\$ 32.4205	\$ 33.7212	\$ 35.0219	\$ 36.2872			

SLH SEIU Salary Table Effective 10/31/2013

AHS Job Code	AHS Description	Union	Minimum Hourly Rate	Mid Hourly Rate	Maximum Hourly Rate	Min Annual Salary	Mid Annual Salary	Max Annual Salary	Salary Type	Effective Date
62210	SLH SPIRITUAL CARE COORDINATOR (SAN)	SLH SEIU	\$ 28.70	\$ 34.59	\$ 40.48	\$ 59,696	\$ 71,947	\$ 84,198	Range	10/31/2013
63240	SHL SUPPLY COORDINATOR	SLH SEIU	\$ 21.15	\$ 26.44	\$ 31.73	\$ 44,000	\$ 55,000	\$ 66,000	Range	5/19/2014
72121	SLH ADMINISTRATIVE ASSISTANT II	SLH SEIU	\$ 22.80	\$ 27.48	\$ 32.16	\$ 47,424	\$ 57,158	\$ 66,893	Range	10/31/2013
73335	SLH MEDICAL RECORDS TECH	SLH SEIU	\$ 27.43			\$ 57,054			One Rate	10/31/2013

Appendix B Twelve Hour Shifts

This appendix establishes the conditions which apply when work a twelve hour shift. This Agreement applies to units where twelve (12) hour shifts are implemented.

It is understood that in most units 12 hour positions would be created in pairs to provide 24 hour coverage. It is also understood that, in order to minimize staffing disruptions, AHS, at its discretion, may to agree to new 12-hour shifts in units in which more than 50% of the affected Employees are willing to work 12-hour shifts. AHS may also implement schedules that mix 12 hour and other kinds of shifts. In this case, only employees who volunteer will be put into 12 hour shifts.

The parties may agree on alternate 12 hour shift arrangements.

A. UNIT VOTE:

When the Employer decides 12 hour shifts are feasible for an entire unit, AHS will notify the union and the parties will discuss the specific schedule. These meetings will last 30 calendar days at which point the Union will hold a vote of its membership. The 12 hour shift change must be approved by a majority of full-time and part-time employees voting from the units affected in a secret ballot, with each Employee entitled to one vote. Determination on adopting 12 hour shifts shall be on a unit by unit basis. SEIU shall conduct the secret ballot vote.

B. HOURS OF WORK:

A full straight-time workweek for 12 hour Employees will be thirty-six (36) hours, three (3) days a week. Twelve hour shifts of less than thirty-six 36 hours in a week shall also be allowed. A straight time work day will consist of no more than twelve and one-half hours, including one 30 minute unpaid meal break, in 24 hours.

C. MEAL AND REST PERIODS:

The Rest Period for 12 hour shift employees shall be one 30 minute unpaid meal period and three 15-minute paid breaks. The meal period(s) and the breaks may not be combined nor may they be taken at the beginning or end of the shift.

D. SHIFT DIFFERENTIAL:

Shift differential will be paid as follows:

7 a.m. to 7:30 p.m. = eight (8) hours day shift rate and four (4) hours p.m. shift rate.

7 p.m. to 7:30 a.m. = four (4) hours p.m. shift rate and eight (8) hours night shift rate.

It is understood that in some units 12 hour shift start times may be other than 7 a.m. and 7 p.m. When shift start times other than 7 a.m. and 7 p.m. are utilized, shift differential shall be paid on all hours worked on the p.m. and/or night shift as is currently the practice (see side letter on shift differential).

E. WEEKEND DIFFERENTIAL:

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

F. REST BETWEEN SHIFTS:

Rest between shifts for 12 hour positions will be 11.5 hours.

G. PTO/ESL:

Full time 12 hour employees shall accrue PTO at the full time rate and shall be charged 12 hours of PTO for a 12 hour shift taken off.

H. HOLIDAY PAY:

Twelve hour Employees working on a holiday recognized in the Agreement will receive one and one half their hourly rate for each hour worked on the holiday.

Side Letter between AHS and SEIU Local 1021 on SLH Shift Differentials

AHS and SEIU Local 1021 agree to meet 60 days after the execution of the contract at the request of the Union to discuss shift differentials.

For AHS:



Date: 9/19/14

For SEIU Local 1021:

 10/29/14

Date: 10/29/14