

SEIU Local 721
Northeast Valley
Health Corporation

Agreement

July 15, 2016,
through
July 14, 2019



WEINGARTEN RULES/STATEMENT

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

RULE 1: The employee must make a clear request for Union representation before or during the interview. The employee cannot be punished for making this request.

RULE 2: After the employee makes the request, the employer must choose from among three options:

- Grant the request and delay questioning until Union representation arrives and has a chance to consult privately with the employee
- Deny the request and end the interview immediately
- Give the employee a choice of having the interview without representation or ending the interview.

RULE 3: If the employer denies the request for Union representation and continues to ask questions, the employer commits an unfair labor practice and the employee has the right to refuse to answer. The employer may not discipline the employee for such refusal.

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AGREEMENT

THIS AGREEMENT is made and entered into by and between NORTHEAST VALLEY HEALTH CORPORATION (hereinafter referred to as "Employer"), and the SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 721 (SEIU), CTW (hereinafter referred to as "Union").

ARTICLE I – SCOPE OF AGREEMENT

Section 1 – Covered Employees

This Agreement shall cover all employees at all facilities employed by the Employer, but shall exclude supervisory employees including department heads and confidential employees. Accretion: New facilities shall be handled as described in Article II Section 12.

Section 2 – Supervisory Employees

The Employer recognizes the fact that bona fide supervisory employees are only those who have the authority to hire, promote, discipline, discharge or otherwise effect changes in the status of employees or to effectively recommend such action, and it is not the Employer's intent to establish jobs or job titles for the purpose of excluding employees from the unit as established in Article 1, Section 1, of this Agreement. Supervisory employees will not perform duties normally performed by employees falling within the scope of this Agreement except to temporarily maintain the smooth operations of the unit or for training purposes. Management will not attempt to dilute Union membership by intentionally replacing union members with supervisors on a full time basis.

Section 3 – Bargaining Unit Work

The parties agree that "Work Experience Program" members, volunteers, and supervisory personnel shall not be used by the Employer to displace bargaining unit employees, nor shall they be used to reduce the hours of bargaining unit employees.

ARTICLE II – RECOGNITION AND UNION SECURITY

Section 1 – Recognition

The Employer recognizes the Union as the sole and exclusive bargaining agent for the employees with respect to rate of pay, hours of work and working conditions.

Section 2 – Union Membership

As a condition of employment, all employees included in the bargaining unit who are members of the union in good standing or tender to the union periodic dues that are the obligations of the members, on the date of this agreement is executed, shall remain members in good standing or continue to tender to the union initiation fees and periodic dues that are the obligation of the members. Those who are not members or tender to the union periodic dues that are the obligation of the members on the date this agreement is executed shall, on the thirty-first (31st) day following the date on which this agreement is executed, become and remain members in good standing in the union, or tender to the union periodic dues that are the obligation of the members. As a condition of employment, all employees within the bargaining unit hired on or after the date this agreement is executed shall, on the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing in the union or tender to the union periodic dues that are the obligation of the members.

Section 3 – Acceptance Into Membership

The Union will accept a continuing membership for employees within the bargaining unit upon the same terms and conditions as those required of all other members and applicants for membership.

Section 4 – Discharge for Non-Membership

The Employer shall discharge any employee who becomes in default under Section 2 hereof and who fails to cure such default within ten (10) days after written notice was received by the Employer from the Union certifying that such employee is in default and specifying the basis upon which such default is claimed. During the term of this Agreement, an employee shall be entitled to such ten (10) day period to cure such default only once, and the situation in which the employee has cured such default after Employer has received notice to discharge, upon any further default and upon notice to the Employer of such defaults, the Employer is required forthwith to discharge such employee.

Section 5 – New Hire Orientation

The Employer shall at the time of hire inform each new employee coming under the coverage of this Agreement of the existence and provisions thereof.

At all new hire orientations, Union Representatives shall be allowed up to 30 minutes exclusive time with bargaining unit employees to explain the coverage of this Agreement, obligations of Union membership and provide all other pertinent information to the employees regarding the Union. Such time may be scheduled in a meeting room or other space provided by the Employer.

The new hire orientation is held monthly, Mondays & Tuesdays. By 3:00 P.M. on the previous Friday, NEVHC HR Department will deliver an e-mail or voice mail to the Union Representative and the Steward Representation Chair or steward designee, informing the representative of whether or not an employee who will occupy a position covered under this Collective Bargaining Agreement will be attending the orientation. It is the Union's intent for the Union Representative to normally cover and attend the New Hire Orientation. In the event the Union Representative is not available, a Union Steward shall be released from work without loss of pay to cover the orientation. The time spent by Union Stewards to participate in the new-hire orientation shall be considered on-duty time and not break and/or lunch time.

Section 6 – Check-off/Deduction of Dues

Upon receipt of an individual, voluntary, written, and un-revoked check-off authorization from an employee in the bargaining unit, the Employer will deduct from the pay of such employee a sum equal to that employee's union monthly membership dues which fell due during the pay period and only so long as such employee was employed by the Employer at the time such obligation became due. In no event shall any charge be made to an employee that accrued prior to the date of hire or the date of ratification of this Agreement, whichever is later.

Section 7 – Committee on Political Education

The Employer agrees to honor contribution deduction authorizations from its employees who are Union members, in the following form:

COPE CHECK-OFF AUTHORIZATION

In order to build political power for health care workers and make health care a priority for public officials, I hereby authorize SEIU Local 721 to file this payroll deduction with my employer and for my employer to forward the amount specified as a voluntary contribution to SEIU COPE and to transfer such funds to SEIU:

\$5.00 per month \$10.00 per month \$ per month

This authorization shall remain in full force and effect until revoked in writing by me. This authorization is voluntarily made on my specific understanding that:

- I am not required to sign this form or to make COPE deductions as a condition of my employment by my employer or membership in the union;
- I may refuse to contribute without any reprisal;
- Only union members and executive/administrative staff of the Union who are U.S. citizens are eligible to contribute to SEIU Local 721 COPE;
- The amounts on this form are merely a suggestion, and I may contribute more or less by this or some other means without fear of favor or disadvantage from the union or my employer;
- SEIU COPE uses the money it receives for political purposes, including but not limited to addressing political issues of public importance and contributing to and spending money in connection with federal, state and local elections;
- Contributions to SEIU Local 721 COPE are not tax deductible for federal income tax purposes.

Member Signature _____ Date Signed _____

Section 8 – Remittance

The Employer shall promptly remit to the Union the sums that are deducted under Sections 6 and 7 hereof. The Employer shall remit to the Union by the last day of each month via electronic file, a listing of all SEIU members, including file number, name, job classification, salary rate, work site location address and the amount of dues and COPE contribution deducted for each employee for the previous month in a mutually agreed upon format.

Section 9 – Authorization

The parties shall adopt a check-off authorization form that complies with the National Labor Relations Act, as amended.

Section 10 – Indemnification

The Union shall indemnify and hold the Employer harmless against all claims, demands, action or other liabilities, including, the Employer's reasonable attorney's fees, that may be made against or incurred by it arising from or by reason of any action or inaction by the Employer in reliance upon signed authorization cards furnished to the Employer by the Union or employees or for the purpose of complying with any of the provisions of this Agreement.

Section 11 – Jurisdiction

The Employer and the Union agree that, except by mutual consent, no jurisdiction over the employees covered by this Agreement shall be surrendered to any other Union during the life of this Agreement.

Section 12 – Assimilation of New Facilities

Any new facility hereafter opened and/or operated by the Employer shall be deemed an expansion of the Employer's facilities and an accretion to the existing bargaining unit and such new facility or facilities shall be automatically covered by the provisions of this Agreement. In the application of this provision, any dispute between Unions over jurisdiction in relation to the Employer's expansion shall not be the responsibility of the Employer and shall be resolved by the Unions involved.

ARTICLE III – HOURS OF WORK

Section 1 – Explanation

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

Section 2 – Work Schedules

A normal workweek shall consist of forty (40) hours within five (5) consecutive eight (8) hour days exclusive of lunch period followed by two (2) consecutive days of rest. Except in cases of emergency, a work schedule shall not be changed later than two weeks before it goes into effect. An emergency shall be defined as an unforeseen, unavoidable, nonrecurring event. For purposes of this Section, Management can only change a schedule after a reasonable effort has been made to avoid such a change.

Management shall not temporarily change schedules to avoid overtime. No employee shall be required to trade shift hours and/or days when asked to work during non-scheduled hours.

If the needs of the service require a re-allocation of staff from one shift to another, Management shall first consider pre-existing requests from qualified employees, and then solicit qualified volunteers. If there is no pre-existing list or volunteers, Management shall assign the vacant shift(s) to qualified bargaining unit employee(s) according to inverse seniority (the least senior first, etc.). For the purpose of this article, seniority shall be defined as the total amount of continuing service within a classification.

Notwithstanding any other provisions of this Section, employees are free to request, and the Employer may agree to, alternative work schedules of up to twelve hours work per day, provided that the Employer shall not impose any such schedules on bargaining group members. Employees choosing to work this alternative schedule shall waive the ninth through twelfth hour overtime premium but in any event shall still receive the appropriate overtime premium for all time worked in excess of forty (40) hours in a workweek. Employees are also free to request, and the Employer may agree to alternative work schedules that provide for two non-consecutive days off per workweek. Employees shall have the right to end such schedules within thirty (30) days and revert back to two consecutive days scheduling. Management will provide a summary of all such agreements on a 45 day basis. Further, effective 7/15/2013, Management may post for and require an employee to accept an alternative work schedule providing for two nonconsecutive days off per week.

Section 3 – Work Distribution

When an employee is absent for any reason and if a replacement cannot be obtained in time, it is the intention of the Employer to equitably distribute his/her work load as soon as possible among the other employees in the department so that no undue hardship may be placed on any individual worker. It is the intent of the Employer to equitably distribute workloads among employees in both single work units and departments.

It is the intent of the Employer to call in casual or per diem employees to alleviate any serious or extended work load problems created by the absence of a regular employee(s).

Section 4 – Service Credit

Wherever used in this Agreement, “Service Credit” shall mean that period of continuous employment with the Employer, less any absence from employment (except regularly scheduled days off) which exceeds thirty (30) calendar days for personal leave or one hundred twenty (120) calendar days for medical or maternity leave, for which no compensation is received. However, upon return from any unpaid authorized leave from employment, the employee’s service credit accrued prior to such leave shall be retained.

Notwithstanding the above, service credit shall continue during the entire period of absence due to industrial injury or illness.

Section 5 – Make-up Time

An employee who is absent for any reason in any workweek may, if he/she wishes to do so, by mutual agreement between the employer and employee, work on his/her regularly scheduled day off within the workweek, at his/her regular straight-time rate of pay. The provisions of this Section shall not be applicable in cases where an employee received holiday pay or sick leave pay for such absence.

Section 6 – Time Clock

Each employee working at a corporate facility is required to clock in and out. Rest periods shall be counted as time worked.

Section 7 – Lunch Breaks

Employees are entitled to a minimum thirty (30) minute lunch break each day which shall not be interrupted off the clock, and an additional ten (10) minutes on the clock for the purpose of taking a 40 minute lunch period, except in cases of emergency. An employee called back to work shall clock back in prior to returning to work. Additionally, an employee will get one ten minute break for a rest period for each four (4) hours worked which are on the clock.

If an employee is ordered not to take time off for a rest period, the employee shall receive the time equivalent later in that four hour period. If an employee has made a reasonable effort but was unable to take their break due to a lack of coverage, workload and/or ordered not to take time off for a rest period by management, the employee shall receive the time equivalent later in the four hour period. Management acknowledges

the applicable Industrial Welfare Commission Wage Order regarding meal and rest periods and any exemptions allowed in the wage order.

ARTICLE IV – OVERTIME AND PREMIUM PAY

Section 1 – Definition of Terms

“Week,” as used in this Article, shall mean and consist of the seven (7) day period beginning at 12:01 A.M., Monday or at the shift-changing hour nearest that time. “Day,” as used in this Article, shall mean and consist of the twenty-four (24) hour period beginning at the time the employee commences work. “Overtime Rates,” as used in this Article, shall mean the rate for overtime hours worked as provided in Section 2 of this Article.

Section 2 – Overtime

All hours worked in excess of eight (8) in any day, except for makeup hours requested by an employee, or in excess of forty (40) in one week, shall be paid for at the overtime rate of one and one-half (1½) times the straight-time hourly rate. All hours worked in excess of twelve (12) hours in one day shall be paid for at the rate of two (2) times the straight-time hourly rate consistent with Article III Section 2. All hours worked in excess of sixteen (16) in one day shall be paid for at the rate of two and one-half (2½) times the straight-time hourly rate. All work performed on the seventh (7th) consecutive day of work and consecutive days of work thereafter shall be paid for at the rate of two (2) times the straight-time hourly rate, until such time as consecutive days of work have been interrupted by a day off, except when such schedule results from the request of the employee. In the event that an employee is scheduled to start work one hour or more earlier than on the previous workday as a result of the Employer’s changing the work schedule within forty-eight (48) hours, all time worked prior to the scheduled starting time of the previous shift shall be paid for at the rate of time and one-half (1½) unless the earlier starting time was based on the employee’s request. This clause shall not apply in the event of a community disaster.

Section 3 – Assignment of Overtime

When available, overtime will be rotated first among employees of a given site within departments and classifications equitably by seniority. An employee may reject overtime hours when his/her turn occurs on the rotation and in such case the employee will forfeit that specific turn but will remain eligible in the future. Should all employees exercise seniority for non-assignment, the Employer shall assign employees in inverse seniority (beginning with the most junior employee) to work the required overtime. Management shall endeavor to provide notification to the employee at least four (4) hours minimum prior to the employee’s end of shift.

Section 4 – Standby/Split Shifts

No employee shall be required to be on standby status during non-working hours. No employee shall be required to work a split shift i.e., where the eight (8) hour day is spread over a period exceeding nine (9) hours except for new hires hired with this as a condition of employment. Management agrees that it will not unilaterally create and post all future work schedules as split shifts.

Section 5 – Reporting Pay

Employees who are requested to report for work, or who are scheduled to work and are permitted to come to work without receiving prior notice that no work is available, when the reason(s) for lack of work is within the control of the Employer, shall be paid for four (4) hours' work at the regular rate of pay. In such cases, the authorized supervisor of the employee involved may allow the employee to leave work before the four (4) hours have elapsed. The four (4) hours' time must be shown on the employee's time card either by time clock registration or by notation by the supervisor. In either case, the supervisor must sign the time card.

The provisions of this Section 4 shall not apply if acts of God or failure of utilities interfere with work being provided, and if the Employer makes a reasonable effort to notify the employees not to report for work, at least two (2) hours before their scheduled time to work.

Section 6 – Bilingual Premium

Any qualified employee in a position delineated by the CEO or his/her designee as requiring the speaking, translating, reading and/or writing of a foreign language during the course of his/her employment shall receive a premium of fifty (\$50.00) dollars per month, prorated according to their regular FTE. Employees not receiving the premium shall not be required to utilize bilingual skills.

The question of whether a position should be included as one delineated to receive bilingual premium shall be subject to the grievance and arbitration provisions of this Agreement.

Employees shall not be disciplined for non-performance of their assigned duties when the reason for such non-performance of their assigned duties is due to the employee being called away to provide translation or interpretation services.

Section 7 – Location Differential

Except for bargaining unit employees not regularly assigned to one location, if an employee is directed to leave his or her regular location of work and go to another location, such employee shall receive a fifty cent (\$.50) per hour wage differential for

each hour of travel and/or work commencing from time of departure from the regularly assigned work location to completion of the day's work. This differential is not applicable to instances involving attendance at training sessions or movement to engage in Union activities.

Section 8 – Mileage Allowance

Employees required to use their own personal automobiles for Employer business will receive a mileage allowance equal to that approved by the state in an official notice to the company. Such allowance shall automatically change at any time that the State of California allows a different amount to be billed to them. Allowance requests must be accompanied by a valid and current certificate of insurance as well as a valid and current driver's license.

Mileage allowance shall be paid to employees along with the employee's first regular paycheck each month.

No employee shall transport patients in his or her personal car.

Section 9 – Non-duplication of Premium Payments

Overtime or premium payments shall not be duplicated for the same hours worked under any of the terms of this Agreement, and, to the extent that hours are compensated for at overtime or premium rates under one provision, they shall not be counted as hours worked in determining overtime or premium payments under the same or any other provisions, provided, however, that except as stated in Section 3 of Article IX, Holidays, holidays paid for but not worked shall count as time worked for the purpose of computing weekly overtime.

Section 10 – Union Steward Premium

Whenever a Union Steward is asked to travel to another site in order to represent a Union member in a personal matter, the Union Steward shall receive a premium equal to the location premium for the time from when they leave their regular work site until they return or the end of the work day, whichever shall come first.

ARTICLE V – SICK LEAVE, LEAVES OF ABSENCE, BEREAVEMENT LEAVE, JURY DUTY AND EDUCATION LEAVE

Section 1 – Paid Sick Leave

Each employee shall accumulate one (1) day's sick leave for each calendar month of employment. Each employee shall be entitled to twelve (12) days' sick leave with pay after one year's service and twelve (12) days for each full year of employment

thereafter. Sick leave shall accumulate to a maximum of thirty-six (36) days. Sick leave shall commence with the first day of any illness. Certification by a physician or visiting nurse may be required after 3 days illness or, injury. Employer may also require certification whenever it appears to be justified if an employee has been warned about his/ her attendance. If an employee has exhausted all available sick leave, but is still sick, he/she may take unpaid leave or use accrued vacation time provided, however, that he/she provides a certification by a physician or visiting nurse to Management. This provision does not waive any rights the employee would otherwise have under state and/or federal laws.

The Employer agrees to payout all sick leave hours in excess of 160 hours at fifty percent (50%) of the then current pay level for employee if employee so requests by November 1 of each year and paid on the first pay date in December.

An employee shall not be entitled to sick leave with pay until after completion of the probationary period or, as may be otherwise referred to in this Agreement, the get acquainted period; however, all service credit from date of hire shall be counted towards eligibility for paid sick leave credit as outlined in the preceding paragraphs.

If a holiday occurs during a period of paid sick leave, the employee, if otherwise eligible, shall receive holiday pay and such pay shall not be charged to sick leave credits.

Accumulated sick leave may be used by the employee for medical appointments of the employee provided that the employee gives their supervisor at least ten (10) days advance notice of the appointment. If, however, the facility cancels or requests a change in the appointment or an emergency occurs the ten (10) day notice may be waived by mutual consent of the Parties. Employees shall not be disciplined for using their accumulated sick leave, provided such leave is within the intended use as outlined in this section.

Accumulated sick leave also may be used by an employee to care for an ill or injured dependent, immediate family member or domestic partner as defined under the bereavement policy.

Section 2 – Pay on Termination

An employee with two (2) or more years of service shall receive upon termination of employment an amount equal to 50% of his/her accrued sick leave unless terminated for just cause.

Section 3 – Integration of Sick Leave

If an employee is eligible for basic State Disability Insurance (SDI) Employer-paid sick leave shall be reduced by the amount of the SDI benefit the employee is eligible to receive. The reduced amount of sick leave payment shall then be charged against the employee's earned sick leave. If an employee is eligible for Worker's Compensation Insurance payments, the same method of integration with Employer-paid sick leave shall apply.

Employees eligible for SDI shall not be forced to use sick leave during the SDI waiting period. Such employees shall have the option of selecting either unpaid time or accrued sick leave during this period.

The Employer will place employees released to return to work from an industrial accident on a restricted basis in an appropriate job at a rate of pay which would provide employees with at least their regular rate of pay when integrated with the current employer-paid long-term disability plan. At no time, however, shall the Employer pay below the minimum rates of pay specified in the Agreement.

Section 4 – Leaves of Absence Without Pay

Eligibility

Leaves of absence without pay may be granted to full-time and part-time employees. Each employee must have at least six (6) calendar months of service in order to be considered eligible for a leave of absence without pay (not to include Family Leave of Absence). However, in cases of disabilities related to pregnancy, the six (6) month eligibility requirement is waived for the purposes of the Medical Leave of Absence. Employees granted a leave of absence without pay may elect to use any accrued vacation or floating holiday time.

All leave of absences shall be requested in writing on a form provided by the Employer and employees shall be provided with a copy of such form with the determination stated thereon. Each employee requesting a leave of absence shall be provided with a written explanation of his or her rights and responsibilities as outlined on the form. Leaves of absence requested within the current posted schedule will be approved or denied in writing not later than seven (7) work days after such request is submitted. Two (2) weeks written notification of a return from a leave of absence must be given to the Employer. Each employee shall be entitled to leave of absence for illness or injury, pregnancy, critical illness or death in the employee's immediate family, or justifiable personal reasons. The employer agrees that in cases of leaves of absence due to serious illness or injury, or for personal reasons, the Union could, on behalf of the employee, request a meeting between the Human Resources Director or his/her designee and a union representative equivalent in position to discuss an extension of the maximum

period of leave. Such extensions are to be based on justifiable reasons provided by the employee.

A. Family and Medical Care Leave of Absence

The Employer will comply with the provisions of the California Family Rights Act, the Federal Family and Medical Leave Act of 1993, and Paid Family Leave (PFL), as amended. Any alleged violations of this paragraph must be pursued under the procedures of those acts.

B. Personal Leave of Absence

A leave of absence without pay up to ninety (90) days may be granted to the employees for personal reasons. Personal Leaves of Absences are for situations not covered by the Family and Medical Leave of Absence or after a Family or Medical Leave has been exhausted. All insurance benefits shall continue during the Personal Leave of Absence. Personal Leaves of Absence shall be no less than eight (8) hours.

C. Union Leave of Absence

An employee who becomes a paid staff member of the Union may request and receive an unpaid leave of absence for up to one (1) year for Union business. Upon completion of the leave of absence, the employee shall be returned to his/her former job if available or a comparable position. Union leave is restricted to not more than two (2) employees at any given time. The two (2) employees shall not be from the same department unless agreed upon by the Employer. Such request shall not be unreasonably denied. A one (1) months' notice must be given in order to secure leave and two (2) weeks' notice to return from a Union Leave of Absence. The employee will continue to accrue seniority. Enrollment in NEVHC health insurance plan shall continue for up to six (6) months, and employees shall be billed and responsible for payment of the premium beginning with the first full month following the month in which the leave was requested.

D. Return from Leave of Absence

Employees on leave of absence shall be returned to the same or a similar position as before they left at the applicable rate of pay.

E. Replacements

Replacements for individual leaves of absence shall hold temporary status, as defined in Article VII, Section 2, for the duration of such individual leave. Employer contributions under Article VI shall continue for a period not to exceed six (6) months.

Section 5 – Jury Duty

An employee called for jury duty will be paid for a period of up to ten (10) days and shall receive for each day of jury duty, on days he/she otherwise would have worked, his/her regular straight-time day's pay. To be eligible for pay, the employee must present to their supervisor or the HR Department, evidence of service provided by the court in whatever form that court shall use. All employees called to jury duty shall inform the court of the ten-day limit to compensation in order to prevent any loss of compensation.

On any day of jury duty in which an employee is excused entirely or in sufficient time to permit him/her to return to work for at least four hours of his/her regular shift, he/she will be required to do so.

In the event jury duty will seriously impact on the operation of the clinic because of its particularly untimely nature, the Employer may request, and employee shall submit, a request to the court for a delay in jury duty to a later date provided that Employer shall respect all scheduled vacations or floating holidays.

Section 6 – Bereavement Leave

When death occurs in the immediate family of an employee, he/she shall be entitled to a leave of absence of three (3) days with pay, except in cases where the employee participates in bereavement related activities at a location which is more than two hundred (200) miles from the Los Angeles City Boundary, in which case the allowable leave with pay shall be five (5) days. The employee may be required to show proof of death such as a newspaper obituary notice or a Bereavement card from the service.

Bereavement leave will be extended if necessary at management's discretion, which shall not be unreasonably withheld. The extension can be taken from accrued vacation, holiday, sick leave or personal leave at the employee's discretion.

Immediate family is defined as spouse, sister, brother, daughter, son, mother, father, step-mother and step-father, domestic partner (including same sex or opposite sex partners), mother-in-law, father-in-law, legal guardian, legal ward, grandmother, grandfather, current step children and grandchildren.

Bereavement Leave for Domestic Partner:

Domestic partner (including same sex or opposite sex partners) will be included in the definition of immediate family for the purpose of bereavement leave. A person shall be defined as a domestic partner of a NEVHC employee if all of the following requirements are met:

- A. Domestic partner means the persons reside together in the same residence are jointly responsible for each other's common welfare and financial obligations and can submit proof of such relationship as may be required.
- B. The persons are each other's sole "domestic partner" and have been such for at least six consecutive months.
- C. Neither person is married.
- D. The persons are eighteen (18) years old or older.

Section 7 – Paternity Leave

Male employees upon the birth of their child shall be granted a paternity leave through the use of Paid Family Leave (PFL), commencing with the date of delivery or according to PFL provisions. In addition, the employee may use accrued vacation or sick time to cover this leave.

Section 8 – Other Provisions

All types of leave covered in this Article shall be requested in writing on a form provided by the Employer, and employees shall be provided with a copy of such form with the determination of the Employer stated thereon.

All persons hired to replace employees who are on leave of absence shall be so advised and shall be informed of the approximate date the regular employee is expected to return from leave.

Section 9 – Workers Compensation Leave of Absence

Employees filing for an industrial injury leave of absence must complete a leave of absence request form provided by Human Resources and must also furnish a physician's certification. The employer will place employees released to work from an industrial injury or illness:

- a. Without medical restrictions, in their former position at their regular rate of pay as soon as is reasonable, not to exceed seven (7) days.
- b. On a temporarily restricted basis, in a former job, provided the employee can perform substantially all of the job tasks per the medical restrictions or in an appropriate job opening, on a preferential basis, at their regular rate of pay.
- c. On a permanently restricted basis, in their former job (if available) or comparable job (which might not be in their former department, shift or classification) provided the employee is physically capable of performing substantially all of the job tasks per the medical restrictions and limitations.

If the employee is unable to perform his/her former job, employee has the opportunity to bid on any job vacancy that he/she is physically capable of and qualified to perform per his/her medical restrictions and limitations.

Rehabilitation Training

Where there is no appropriate job, the employer will comply with the orders of the Workers Compensation Appeals Board.

Period of Time

Employees will be provided an Industrial Injury or Illness Leave of Absence for up to a maximum of one (1) year.

Benefit

Employees on Industrial Injury or illness leave are eligible for all insurance benefits during the duration of the leave to include any wage increases.

ARTICLE VI – HEALTH, DENTAL, VISION, LIFE INSURANCE & PENSION

Section 1 – Medical, Dental & Vision Coverage

The Employer shall maintain an employee medical, vision and dental plan with 100% premiums paid by the Employer including at least two fully paid HMO's such as those offered by the CEHA.

The Employer shall continue to maintain its current practices of supplementing the Employer-sponsored health insurance program. The vision coverage plan under which bargaining unit employees are covered shall be continued for the life of this Agreement. Employer agrees to maintain 100% employer paid premium of one (1) dental and two (2) medical plans for the employees.

The Employer shall provide a twenty percent (20%) discount for employees for medical services at NEVHC. Employees' uninsured spouse or dependents, shall receive a 30% discount for NEVHC medical services.

The Employer shall contribute sixty percent (60%) towards the cost of dependent health insurance and the employee will pay forty percent (40%) of the dependent premium. This includes the categories of "employee plus one," "family," and any other category beyond "employee only." Employer retains the right to offer additional plans during the life of this contract. Employer retains the recognized right to inform all employees of the relative advantage and disadvantage of any plan offered provided that it shall do so only in writing. A copy of any such communication shall be provided to the Union at

least five days in advance and that the Union shall have the right to add to such communication any unedited or unmodified information.

The Employer shall reimburse employees for any premiums paid for dependent coverage higher than forty percent (40%). Such reimbursement shall be made for the period of time beginning July 1, 2016, through and including December 31, 2016.

Section 2 – Life Insurance

The employer shall continue and maintain Life Insurance.

Section 3 – Pension

The Employer shall maintain the current Employer-paid contribution on behalf of each employee.

Section 4 – Post Employment Coverage

Employees shall continue to be covered by the Employer's insurance plan until the end of the month of the termination of employment.

ARTICLE VII – FULL-TIME, PART-TIME AND TEMPORARY EMPLOYEES

Section 1 – Full-Time Employees

A regular full time employee is one who works forty (40) hours per week. Health benefits and pension shall be provided to regular employees who are employed 20 hours per week or more, provided further that no benefit being enjoyed by a union member on the date of ratification of this contract shall be reduced or lost through the implementation of this language.

Section 2 – Part-Time Employees

A regular part-time employee is one who works less than the regularly scheduled workweek.

Part-time employees shall receive step increases in wages on the basis of calendar months of service.

Regular part-time employees shall receive prorated vacation, holiday, and sick leave benefits. Regular part-time employees shall receive all other benefits extended to fulltime employees; excluding life insurance and disability under Article VI (unless employees work thirty (30) hours) per week or more. Regular part-time employees hired after April 15, 1991, shall receive prorated educational benefits as defined in Article XIX, Section 2.

Section 3 – Temporary Employees

Any employee who is hired as a replacement for employees on vacation or authorized leave for a limited period of time shall constitute a temporary employee. If the employee is retained for three (3) months or beyond the length of the leave, whichever is longer, he/she automatically becomes a regular employee with service credit accrued retroactive to the date of hire.

Section 4 – Casual and Per Diem Employees

Casual employees shall be hired to time limited projects not to exceed one year, provided that casual employees shall not displace bargaining unit employees. Per Diem employees shall be hired to work intermittently to alleviate work force shortages, but shall not work more than one hundred five (105) workdays per calendar year, provided that Per Diem employees shall not displace bargaining unit employees. If a Per Diem employee works for more than 105 workdays in a calendar year, he/she automatically becomes a regular employee with service credit accrued retroactive to the date of hire. Casual and Per Diem employees shall not be eligible for fringe benefits other than those mandated by State or Federal laws. Casuals shall not be used to cover vacations or authorized leaves in place of temporary workers.

ARTICLE VIII – BULLETIN BOARDS

The Employer shall provide employees with bulletin boards at each facility in an accessible and visible location for posting union business.

ARTICLE IX – HOLIDAYS

Section 1 – Holidays Observed

The following days shall be observed as paid holidays:

New Year's Day	Labor Day
Martin Luther King's Birthday	Thanksgiving Day
Presidents' Day	Day after Thanksgiving
Good Friday (one-half (½) day)	Christmas Eve Day
Memorial Day	Christmas Day
Fourth of July	1 Floating Holiday

Up to two (2) unused and accumulated floating holidays shall be carried over from year to year.

Floating holidays will be granted on the basis of seniority when the request is made at least ninety days in advance of the date(s) requested. After this, holidays will be

granted on a first come first served basis. However, employees must inform Employer in writing of the day of their choice for the floating holidays at least two (2) full weeks prior to the date of the day requested. The floating holiday will, insofar as possible, be granted on the day most desired by the employee.

In addition, the Employer shall make every reasonable effort to give each employee the religious holiday(s) of their choice as a floating holiday.

Section 2 – Holiday Premiums

An employee not working on the day on which the holiday falls shall be entitled to one day's pay at his/her regular rate. An employee working the day on which the holiday falls shall receive two and one-half (2½) times his/her regular rate of pay.

Section 3 – Employee's Day Off

If an employee's day off falls on a holiday, he/she shall receive a different day off, mutually agreed upon with his/her supervisor, instead of the holiday day. The alternate day off shall be taken within thirty (30) days following the holiday and shall be with full pay. In such event, the substituted day off and not the holiday shall be counted as a day worked in computing overtime under Article IV of this Agreement.

Section 4 – Holiday During Paid Leave

Any paid holiday occurring during an employee's vacation, funeral leave, sick leave, military leave, or other paid leave shall entitle said employee to an additional day off with pay at the employee's regular daily rate.

Section 5 – Eligibility

An employee, in order to be eligible for the holiday pay set forth in this Section, must have earnings in the payroll week and must have worked both his or her last scheduled shift prior to and his/her next scheduled shift following such holiday unless an absence from one or both of such shifts is because of personal illness, death in the family and/or authorized by the Employer.

No holiday allowance shall be paid to an employee who is scheduled to work a holiday and fails to do so unless such absence is because of personal illness, death in the family and/or authorized by the Employer.

ARTICLE X – VACATION

Section 1 – Vacation Eligibility

All full-time employees earn vacation time according to the following schedule: Ten (10) vacation days after the completion of one (1) full year of employment, accrued at the rate of five-sixths (5/6) of a day per month, retroactive to the employee's most recent date of hire, following the successful completion of three (3) continuous months of employment with the Employer. After the completion of three (3) years of employment, an additional five (5) vacation days, for a total of fifteen (15) vacation days. After the completion of six (6) years of employment, an additional five (5) vacation days, for a total of twenty (20) vacation days. This is summarized as follows:

Continuous Employment Paid Vacation Time

1 to 36 months	3.08 hours bi-weekly (80 hours or 10 days per year)
37 to 72 months	4.62 hours bi-weekly (120 hours or 15 days per year)
73 months or more	6.15 hours bi-weekly (160 hours or 20 days per year)

- A. After completion of the probationary period or, as may be otherwise referred to in this Agreement, the get acquainted period, employees will accrue vacation retroactive to date of hire on a monthly basis, provided the vacation can be taken only at the end of nine months of service.
- B. After completion of the probationary period or, as may be otherwise referred to in this Agreement, the get acquainted period, no employee shall lose any accrued vacation or its monetary equivalent for any reason whatsoever.
- C. Employees may accumulate a maximum of thirty (30) days of vacation leave. In the event more than 30 days will be accumulated prior to the end of any given calendar year, the Employer may require the employee to take additional days of vacation time in order to retain the total accumulation at no more than 30 days.

Section 2 – Vacation Pay

Vacation pay means base rate plus applicable shift differentials and premiums. Upon two weeks prior request, employee's vacation paychecks shall be made available to them no later than the pay day prior to each individual's final hours of work. Vacation hours do not count as hours worked for the purpose of computing overtime.

Section 3 – Scheduling Vacations

Prior to February 10 of each year, the Employer will give each employee a vacation request form. Bargaining unit employees may bid among themselves, utilizing total

bargaining unit seniority within unit and classification, and shall write in their desired vacation dates for the twelve (12) month period commencing April 10 of each year. Vacation request forms shall allow the employee to indicate first, second and third choice for vacation. Employees bidding during this time shall return the request form to their supervisor prior to March 10 of each year.

Prior to March 30 of each year, the Employer will post the vacation schedule for the bidding year (April 10 – April 9). Except as specified below, vacations shall be granted on the basis of seniority when the request is made during the February 10 to March 10 bidding period.

During the bidding period, each employee shall request vacation dates up to the total vacation accrued at the time of their bid by that employee provided that no more than one vacation request during the bidding period may be for less than five consecutive days. Following the first-choice bidding, employees may then bid on the remaining vacation dates and be granted the requests on a seniority basis. In the event that an employee runs out of vacation time for such vacation, the employee may “take” the time off as an unpaid leave.

Vacation requests submitted after the bidding period shall be granted on a first-come, first-served basis. The Employer shall respond to such requests within fourteen (14) calendar days from the date the request is submitted unless the employee agrees to an extension of time.

Scheduled vacations shall not be changed without the mutual consent of the employee involved and the Employer, except in cases of emergency. In such situations, the employee may receive pay for such previously scheduled vacation period or may reschedule the vacation in accordance with the provisions of this Section. For purposes of this Section, an emergency shall be defined as an unforeseen, unavoidable, nonrecurring event.

If an employee suffers a disabling accident or hospitalization while on vacation, the employee may convert the vacation time to paid sick leave provided the employee has accrued sick leave. The employee, upon request, shall submit documentation substantiating such disability which precludes an employee from performing his or her occupation. The employee shall retain vacation time for the days spent so disabled. Such vacation time shall be rescheduled by mutual agreement.

Section 4 – Split Vacation

Vacation periods may be split with the mutual consent of the employee concerned and the Employer in increments of less than one week (5 working days), pursuant to the provisions of Section 3 of this Article.

ARTICLE XI – UNION REPRESENTATION

Duly authorized Representatives of the Union shall be permitted at all reasonable times to enter the facilities operated by the Employer for the purpose of transacting Union business and observing conditions under which employees are employed; provided, however, that they notify the head of the facility to be visited, and that no interference with the patients or with the work of the employees shall result, and such right of entry shall, at all times, be subject to general clinic and medical office rules applicable to non-employees.

Employer shall provide the Union Representative with a current list of each facility Director for every facility covered by this Collective Bargaining Agreement.

Section 1 – Union Activities

No employee or applicant for employment covered by this Agreement shall be discriminated against because of membership in the Union or activities on behalf of the Union, and the Union agrees that employees covered hereby shall be admitted to membership without discrimination.

Section 2 – Union Stewards

The Employer recognizes the right of the Union to select Union Stewards. The Employer agrees that there will be no discrimination against the authorized Union Steward because of Union activity. The Union Stewards shall not be recognized by the Employer until the Union has notified the Employer in writing of the selection of such stewards who shall be responsible for conducting union business. The stewards shall not permit their activity as stewards to interfere with the performance of their normal duties. Union Stewards shall obtain permission from their immediate supervisor for absences from their normal work place to conduct Union business. Stewards shall not lose pay through their participation in grievance or disciplinary meetings. On a quarterly basis, the Union shall submit to the Human Resources Department an accurate list of stewards at each facility. Each covered site will have one or more named stewards assigned to cover it. Sites with 0 to 4 members will be covered by a steward at a nearby location. Sites with 5 to 30 members will have a maximum of two (2) stewards. Sites with 31 to 60 members will have a maximum of three (3) stewards. Sites with 61 or more members will have a maximum of five (5) stewards.

Upon advance written request and subject to staffing and scheduling needs, the Employer will provide up to five (5) days without pay per calendar year to a Union Steward for the purpose of participating in Union Educational Programs. Duly recognized Union stewards will be permitted to leave their normal work to attend the monthly Union Stewards meeting. Duly represented Union Stewards shall be provided with four hours of release time, two (2) of which will be without loss of pay, once each

quarter to attend the steward council meeting, training's and other Union meetings. The Employer will allow a new steward to shadow an experienced steward for five (5) hours in an effort to prepare for their new role in conducting union business.

Section 3 – Right to Representation in Meetings.

Stewards have the right to participate in meetings with employees during discussions of disciplinary actions or reduction in force/layoff meetings. Employees shall be given the option of having a union steward present and shall sign indicating their choice. Employees shall be given a list indicating the stewards' names and phone numbers and allowed to call them at the time they are notified. All parties may be asked to keep matters confidential from all other parties.

ARTICLE XII – WORK STOPPAGES

Section 1 – No Strike

During the term of this Agreement, the Union will neither call nor sanction any strike, stoppage of work, slowdown or concerted interruption of any functions of this facility. If such action occurs, the Union shall make every reasonable effort to terminate such action, and if the Union does so, the Union shall not be liable in damages to the Employer. Any employee who participates in any such action shall be subject to discharge or such lesser discipline; provided, however, that the employee shall have recourse to the Grievance and Arbitration procedure of this agreement as to the sole question of whether he/she in fact participated in such action.

Section 2 – No Lockout

During the term of this Agreement, the Employer shall refrain from commencing or continuing a lockout of its employees.

Section 3 – Court Action

The Employer shall have a right to an injunction and damages if the Union violates Section 1 hereof. The union will have the same right if the Employer violates section 2.

ARTICLE XIII – SEVERANCE PAY

Employees with at least one (1) full year of service with the Employer whose employment is involuntarily terminated by the employer because of lack of work (as part of a reduction in force or restructuring of the Corporation's operations) shall receive severance pay as follows:

- 1–2 years of service — one week pay (at current rate)
- 2 or more years of service — two weeks’ pay (at current rate)

Health Plan benefits shall continue as follows:

Two (2) months coverage following termination

These severance payments will not be applicable where there has been only a reduction of an employees work hours, or termination of employment for any reason other than lack of work. These severance payments also will not be required if an employee is offered employment as a result of the provisions of Article XIV Reduction in Force Layoff.

Any employee who is terminated by the Employer shall be paid all vacation time accrued at the time of termination.

ARTICLE XIV – SENIORITY

Section 1 – Probationary Period or, as May Be Otherwise Referred to in This Agreement, the Get Acquainted Period

Employees covered by this Agreement who work at least 50% time may be discharged without cause and without recourse to the Grievance Procedure within the first ninety (90) days of employment. Employees covered by this agreement who work less than 50% time may be discharged without recourse to the Grievance Procedure within the first 180 days of employment. The employer may request from the Union, and the Union will not unreasonably deny extensions to the above probationary period or, as may be otherwise referred to in this Agreement, the get-acquainted period and shall notify the Union with an explanation of the extension.

Section 2 – Definition

Seniority shall mean the same as “Service Credit,” which is defined in Article III Section 4. The two terms may be used interchangeably. Temporary, casual and per diem employees shall not accrue seniority.

Section 3 – Force Reduction, Layoff

A. Reduction in Force/Layoff

Reduction in force shall be defined as the elimination of an employee’s position in a department or a reduction in head count in a department. An involuntary reduction from full-time to part-time or casual and per diem status is deemed to be a reduction in force. An involuntary reduction in hours of part-time employee(s) which results in a

status change to casual and per diem or results in the loss of the Health or Dental plan coverage is deemed to be a reduction in force.

B. Lay-Off Notice

In the event the Employer permanently or indefinitely closes any facility (not to include moving or merging any facility), any of its individual programs or goes out of business, it shall give the Union and each affected employee a minimum of sixty (60) days notice or immediately upon receipt by Human Resources of notification by the funding entity, if applicable, and if less than sixty (60) days notice.

During this notification period the Union and the Employer shall meet to explore alternative measures to avoid the proposed reductions for bargaining unit members. If reasonable measures are proposed by the Union to avoid reductions during these meetings, the Employer will not unreasonably refuse to attempt these measures. The grievance process shall be available in the event of a dispute over seniority.

Section 4 – Steps to Be Taken to Determine Placement of Affected Employees

In a reduction in force and subsequent recall, the principle of overall seniority shall govern, providing that merit and ability are adequate. Seniority shall be applied on a corporate-wide basis among classifications.

Reduction in force outlined in this article will only apply to full time and part-time regular employees. In the event of the reduction in force, the following steps will be followed in order to determine placement of the affected employee(s):

Step One

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

Step Two

The affected employee(s) may apply for and will be given any open position or classification for which they are qualified and for which they meet position requirements. Employees may exercise this option at any time during the reduction in force process.

Step Three

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

- a. Department

b. Facility

c. Corporate-wide basis

An affected full-time employee, at his/her option, will be placed into any vacant part time position in the above order, and provided he/she meets the position requirements. Employee(s) placed into a comparable vacant/open position(s) within the Corporation, will not have recall rights unless the new position is terminated within one year. If an employee rejects an open comparable position offered at this step, within the Corporation, then the employee will forfeit all displacement rights. Such refusal would result in the employee being laid off and the forfeiture of recall rights.

Step Four

An affected full-time employee, at his/her option and at any time within the Step Four order above, may elect to displace (bump) the least senior part-time employee or an employee on another shift in his/her classification, or return to a position he or she occupied within the last 24 months, provided he/she meets the minimum position requirements. An employee returning to his/her former classification in a full time capacity will serve a new trial prior of 30 days and revert back to full rights under this provision. Employees returning to a part-time position will serve a 90 day trial period.

Step Five

Any employee who cannot displace a least senior employee in his/her current classification, shift and status in the Department, Facility, or Corporate-wide basis or cannot displace the least senior employee in another status, shift or former classification shall be given the option of being placed into a casual or per-diem position.

Recall

An employee on "lay off" status shall have rights to rehire in accordance with this provision for twelve (12) calendar months from the date the employee was placed in such status. No new employees shall be hired until qualified laid off employees have been rehired or every attempt has been made by the Employer to rehire the laid off employee.

Section 5 – Job Posting

Prior to filling any and all job vacancies within the bargaining unit, they shall first be posted on the Employer's web site and on the bulletin boards at all facilities. Job posting will include qualifications for the job and will be posted a minimum of seven (7) consecutive days. Jobs will be posted Tuesday through Saturday only. Current qualified employees shall be given first preference for openings over persons on the recall list. All postings will be provided to the Union Stewards via e-mail or web posting.

Section 6 – Promotions/Shift Changes

In a case of promotion, the principle of overall seniority shall govern, providing that merit and ability are adequate. (Seniority shall be applied on a corporation-wide basis among classifications).

In a case of shift change, the principle of total seniority within unit and classification shall govern, providing that merit and ability are adequate.

ARTICLE XV – GRIEVANCE PROCEDURE

Section 1 – Purpose

The purpose of this Article is to provide an orderly method for the settlement of a dispute between the parties over the interpretation, application or claimed violation of any of the provisions of this Agreement. Such a dispute shall be defined as a Grievance, and must be presented informally to their immediate supervisor within ten (10) working days of the occurrence (occurrence is defined as the time when the alleged violation first became known to the employee). In the event informal discussions do not resolve the grievance, the employee has an additional 10 working days to file a written grievance which will be processed in accordance with the following Steps, time limits and conditions herein set forth. In the event the Employer fails to give a written response to the grievance within the time limits specified, the grievance may be immediately processed to the next Step. These procedures can be extended by the mutual agreement of the parties.

Step 1.

The employee shall first take up the grievance with the employee's immediate supervisor, and if the aggrieved employee requests, the Union Steward on the employee's shift shall be given an opportunity to be present at a time to be fixed by the supervisor. The supervisor shall, within ten (10) working days after receipt thereof, give an answer to the grievance. If the department head is present at this step, then the grievance shall be moved to Step 2. Area Managers, Clinical Administrators, and/or Union Representatives, may participate in Step 1 meetings by mutual agreement of the parties.

Step 2.

In order for a grievance to be considered further, within ten (10) workdays after the immediate supervisor's answer, the employee shall present the written grievance to the Union Steward and the Union Steward shall present the written grievance to the department head involved, and such written grievance shall contain the specific reasons

for appeal to the next Step. The department head shall give his/her written answer to the Union Steward within ten (10) workdays after presentation to him/her.

Union Stewards may initiate general grievances affecting more than one employee in their designated area of responsibility in this Step. Such grievances must be in writing and be specific as to the details of the grievance.

Workload grievances shall be initiated at this Step.

Step 3.

In order for a grievance to be considered further, within five (5) workdays after the department head's answer, the Union, through its Union Representative, shall present the grievance to the Chief Executive Officer (hereinafter referred to as CEO) or his/her designee. Within ten (10) workdays after such presentation, such grievances shall be discussed at a meeting to be held between the Union Representative and the CEO or his/her designee, and the CEO or his/her designee shall give his/her answer within ten (10) workdays after such meeting.

All discharge and suspension grievances shall be referred immediately to this Step within ten (10) workdays from the date of the discharge or suspension.

Step 4.

In order for a grievance to be considered further, the Union, within five (5) workdays after the answer of the CEO or his/her designee may appeal in writing requesting that the matter be referred to the Personnel committee of the Board of Directors. The Personnel Committee of the Board shall consider the grievance at their next regularly scheduled meeting in an attempt to resolve the dispute. The CEO may require written authorization from the Union's Department Director prior to presenting the grievance to Personnel Committee in this step.

Step 5.

In case of failure of the parties to reach a decision in Step 4, either party may within seven (7) workdays of receiving the Employer's Step Four Response, appeal the matter to Arbitration. Within seven (7) workdays thereafter the parties shall meet to choose arbitrators.

The decision or award, when made, may in the discretion of the arbitrator, be made retroactive to the date when the complaint was first submitted for adjustment and shall be final and binding upon all concerned. Each party shall pay one-half (½) the cost of the arbitrator. There shall be no interruption of work by Employer or employee pending such final adjustment.

ARTICLE XVI – NON-DISCRIMINATION

The Employer and Union agree that neither the Employer or the Union shall discriminate in respect to employment by reason of: union activity, political party affiliation, race, color, creed, religion, national origin, ancestry, sex, age, physical or mental disability, genetic characteristic, gender identity, marital status, sexual orientation, military or veteran status, or any reason prohibited by state or federal law.

ARTICLE XVII – MANAGEMENT RIGHTS

Employer reserves and retains solely and exclusively all of its same inherent rights to manage the business as existed prior to the execution of this Agreement with the Union, except as expressly limited by a specific provision of this Agreement. These rights shall include, but not be limited to, the right to determine, and from time to time to re-determine:

- the number and location of its facilities,
- the methods, processes, staffing arrangements, equipment, programs, and materials to be employed
- to discontinue the use of any processes, operations, staffing arrangements, equipments, or programs, or to discontinue their use or performance by employees of Employer.
- 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 and to assign duties to such employees,
- and the right to discharge or discipline for cause.

In the event the Employer desires to contract or subcontract work performed under this Agreement, the Union shall be notified as soon as possible and in all cases given not less than thirty (30) days' advance notice of such subcontracting. NEVHC will make every effort to avoid subcontracting work currently being performed by bargaining unit employees.

In the event that the Employer intends to subcontract such work, and within ten (10) days of giving notice to the Union pursuant to Article the Employer shall meet with the Union to review its plans to subcontract, and the parties will explore all possible alternatives to subcontracting.

ARTICLE XVIII – WAGE RATES AND SHIFT DIFFERENTIAL

Section 1 – Wage Increases

Effective July 15, 2016, each employee's hourly rate shall be increased by one and one-half percent (1.50%).

Effective January 1, 2017, each employee's hourly rate shall be increased by an additional one and one-half percent (1.50%).

Effective July 15, 2017, each employee's hourly rate shall be increased by an additional four and one-quarter percent (4.25%).

Effective July 15, 2018, each employee's hourly rate shall be increased by an additional four and one-quarter percent (4.25%).

All wage increases shall be effective on the first pay period following the effective date of the wage increase.

Section 2 – New Employees

In the attached Appendix "A," made part of the Agreement by this reference, each classification in the bargaining unit shall be set forth with the appropriate hire-in rate and 90 day rate.

Section 3 – Evening or Night Shift Differential

For all full-time shifts starting at or after 2:00 P.M. but before 7:00 A.M., and for all part-time shifts starting at or after to 4:00 P.M. but before 7:00 A.M., a twenty-five cent (\$.25) per hour shift differential shall be applicable.

Section 4 – No Reduction in Benefits

No employee covered by this Agreement shall, as a result thereof, suffer a reduction in wages or other benefits, since the wage scales and other benefits herein set forth are intended to constitute minimums only.

Section 5 – Work Out of Classification

Any employee required by a supervisor to work in a higher paying classification shall be paid a premium equal to the difference between the hire rate for the higher paying classification and the employee's regular classification for all time spent working in the higher classification provided the employee works at least one (1) hour in the higher paying classification. Employees required to work in a lower paying classification shall receive their normal rate of pay.

An employee required to train any employee shall receive a training premium of fifty cents (\$.50) per hour in addition to his/her regular rate of pay, or the wage rate applicable to the classification in which the training occurs, whichever is higher.

Employees who perform "lead" or "charge" functions may be paid a differential of one dollar and ten cents (\$1.10) per hour for all hours worked performing "lead" or "charge" duties. Such duties shall include the oversight of the work of at least three (3) employees and shall in every case be for a period of time of at least one hour. In the unforeseen event that an employee working in a department with less than three (3) employees is directed by management to perform "lead" or "charge" functions in that department, then the above bonus shall apply. Employees who are required to perform "lead" or "charge" functions shall be allowed to contact their supervisor for any major supervisory decisions, or another designee in the event that their supervisor cannot be reached.

Section 6 – Merit Increases

Nothing in this Agreement shall be interpreted as preventing or restricting the Employer from granting merit increases to individual employees.

Section 7 – Longevity Increase

A longevity wage increase of thirty-five cents (\$.35) per hour shall be paid to the base rate of pay of each employee following the completion of five (5) years of continuous service. An additional longevity wage increase of thirty-five cents (\$.35) per hour shall be paid to the base rate of pay of each employee following the completion of eight (8) years of continuous service. An additional longevity wage increase of thirty-five cents (\$.35) per hour shall be paid to the base rate of pay of each employee following the completion of twelve (12) years of continuous service. An additional longevity wage increase of forty cents (\$.40) per hour shall be paid to the base rate of pay of each employee following the completion of sixteen (16) years of continuous service. An additional longevity wage increase of forty cents (\$.40) per hour shall be paid to the base rate of pay of each employee following the completion of twenty (20) years of continuous service. An additional longevity wage increase of forty cents (\$.40) per hour shall be paid to the base rate of pay of each employee following the completion of twenty-five (25) years of continuous service.

To summarize, longevity wage increases will be paid based on the following schedule:

Years of Service	Longevity Wage Increase	Total Increase
5	.35 per hour	.35 per hour
8	.35 per hour	.70 per hour
12	.35 per hour	1.05 per hour
16	.40 per hour	1.45 per hour
20	.40 per hour	1.85 per hour
25	.40 per hour	2.25 per hour

Longevity effective July 15, 2016.

Section 8 – Cafeteria Plan

Employer shall establish a basic “Section 125 Cafeteria Plan” to permit the payment of insurance premiums out of pre-tax dollars. Participation in the plan shall be voluntary and open to all employees and fully funded by employee contributions.

ARTICLE XIX – EDUCATION LEAVE AND CAREER MOBILITY

Section 1 – Skill Enrichment and Development

Northeast Valley Health Corporation encourages the vocational and professional development of all regular, full-time employees by granting financial assistance for courses related to the employee’s present position or an approved course in a program of benefit to the Employer. The course must be taken for credit at an accredited agency, and the employee must have the educational and work experience to offer assurance of completion of the course. Reimbursement is approved for the full amount of tuition and registration fees for a grade of “C” or better. Reimbursement will not be approved for:

- (a) More than two courses in the same semester.
- (b) Correspondence courses (except for employees with conflicting travel schedule or rotating shifts or as approved by Administration).
- (c) Parking fees, travel costs, books or late registration fees.
- (d) Employees who are eligible for educational benefit from other sources (Veterans, etc.).
- (e) Employees whose termination precedes the completion of the course except for employee placed on layoff status.
- (f) Courses begun prior to employment with Northeast Valley Health Corporation.

The Employer shall make every reasonable effort to accommodate employees who are enrolled in an approved program or course as described above, including but not limited to allowing for flexible work schedules.

Section 2 – Continuing Education for Certification or Licensing

The Employer shall reimburse reasonable education tuition and registration fees for all employees whose certification or licensing requires continued education. The Employer shall also grant these employees the necessary paid time-off to fulfill their certification or licensing requirements. However, these employees must make a good faith effort to take the necessary courses on nonworking hours.

The Employer shall pay the renewal fee or cost of the employee's renewed license. All continuing education units must be approved in advance. Regular part-time employees shall receive prorated educational benefits as described in this Article.

Section 3 – Reimbursement for Hours Lost

If the course was either requested by management or required by management and it conflicts with the employee's working schedule, the employee will be reimbursed for those hours lost at the employee's normal rate of pay. Application must be made to the employee's supervisor no later than two weeks after the start of the course.

Requests for job related educational leave shall not be unreasonably denied.

Section 4 – Career Advancement

With respect to courses taken under the provisions of Section 1 above, the Employer shall reimburse employees with two (2) or more years of continuous service with the Employer six-hundred dollars (\$600) per year of reasonable education tuition and registration fees for classes, taken by these employees, contributing to their vocational and professional development. If such expenses total less than \$600 per year, then the Employer shall only reimburse actual expenses.

ARTICLE XX – GENERAL MATTERS

Section 1 – Second Job

In conformance with state law, the Employer shall not restrict employees from holding a second job if they so desire, unless working at the other job would require a breach of confidentiality, or would substantially and materially interfere with the Employer's business operations including, but not limited to, a conflict of interest that substantially and materially interferes with the Employer's business operations.

In the event the Employer determines that such a condition exists, it shall provide a written explanation of the reasons for its decision to the employee, and to the Union if so requested by employee.

Section 2 – Safety

The Employer shall, at all times, provide safe materials, equipment and working conditions for all employees. The Employer agrees to comply with the Federal and California Occupational Safety and Health Acts.

Section 3 – Lab Coats/Smocks

If the Employer requires employees to wear lab coats/smocks, they shall provide two lab coats/smocks and shall further provide for their laundering on a weekly basis.

Section 4 – Employee/Patient Health Records

All patient records including, but not limited to, patient charts, pharmacy profile cards, lab files and logs, x-ray films and files and logs, nursing logs and tickler files, and business office history and ledger cards, whether contained as written records, computer media or images on a computer terminal, are confidential records and available only to authorized persons on a need to know basis in keeping with corporate policy and state and federal law.

Section 5 – Job Descriptions

The Employer will provide a copy of the job description to the employee upon hire, or within 10 days of a request to a supervisor. Whenever the job description is changed the employer will provide a copy of the job description to the employee and to the union. The employee shall sign a copy of the changed job description to acknowledge receipt.

Section 6 – Joint Labor Management Committee

On a quarterly basis, representatives from both the Union and the Employer shall meet in order to confer on issues of mutual interest and concern including, but not limited to, matters of parking security, changes in working conditions and health and safety. No more than seven Stewards shall be released from their regular assigned duties on Employer paid time in order to attend these meetings. The meetings shall last no more than one (1) hour except by mutual consent. Both parties shall provide written agendas of matters to be discussed at least one week before each scheduled meeting. If neither party has any items for the agenda, the meeting shall be deemed cancelled.

Section 7 – Reclassification Review Committee

The Employer and the union agree to jointly establish, upon written notice by either party, a committee consisting of not more than two representatives from the Employer and two representatives from the Union for the purpose of reviewing classifications and/or correcting job descriptions, job titles, and wage inequities that are found to occur. It is further agreed that if inequities are found to exist the committee may make recommendations for their correction to the parties and that the correction of same may be made immediately without reference to the annual reopening date of the Agreement. If the Classification Committee cannot reach an agreement concerning the review of position, the matter may, within ten (10) workdays be appealed to Step Three of the Grievance Procedure only. See Appendix B.

Section 8 – Paycheck Error

A paycheck error, including major system-wide errors, but not to include failure to receive a mailed pay check, shall be corrected as soon as possible or within two business days of the employee reporting the error to their supervisor. In the event of MINOR system-wide errors, corrections will be made to the next pay check. Manual checks addressing individual problems will be issued only upon formal request and only if the amount of the error exceeds \$50.

Section 9 – Meeting Rooms

The Employer agrees to provide the Union with room space bi-monthly for a two (2) hour meeting with its stewards and/or members, provided the request is made in advance. Employer will not unreasonably deny the request. Employer will provide or pay for a location.

ARTICLE XXI – SEVERABILITY

Should any provision of this Collective Bargaining Agreement be declared illegal or invalid by decision of a Court of Law or any administrative agency, all other provisions of this Agreement shall nevertheless remain valid, subsisting, and in full force and effect. In the event of any such invalidation, the parties agree to meet and to attempt to substitute provisions for the provisions declared illegal and invalid.

ARTICLE XXII – SUCCESSORSHIP

The parties agree that in the event that the ownership or management of the facility(is) covered by this Agreement is (are) changed by sale, merger or in any other manner, this Agreement shall be included as a condition of such change or transfer and shall run to its conclusion as the contract of the successor employer. Additionally, the employer

agrees to bind the successor employer to hire all bargaining unit employees at the time of transfer, carry over and honor all accrued seniority for all purposes and carry over or cash out all paid time off accounts.

This Agreement shall be fully binding upon the Employer regardless of a change in entity, name, association or joint venture.

ARTICLE XXIII – DISCIPLINE AND DISCHARGE

Section 1 – Just Cause

No non-probationary Employee shall be discharged or disciplined without just cause. Any discharge or discipline shall be subject to the grievance and arbitration procedures of this Agreement.

Section 2 – Disciplinary Procedures

Discipline shall be applied consistent with the principals of progressive discipline. The usual steps in progressive discipline shall be (1) verbal warning, (2) written warning, (3) suspension, and (4) termination. In extreme situations, such as incidents of violence, theft or criminal activity, the Employer may impose discipline at any of the above-referenced steps depending on the severity and circumstances of the specific infraction.

Discipline shall not be issued more than thirty (30) days following the date of the relevant conduct, or more than thirty (30) days of the date when the Employer became aware or should reasonably have become aware of the conduct.

The Employer agrees to remove to a separate file all discipline including, but not limited to, Corrective Action Forms, Memos of Concern and Record of Discussion (collectively and/or individually referred herein as “corrective action forms”), after eighteen (18) months of continuous performance with no further corrective action. The Employer further agrees that all discipline removed pursuant to this Section shall not be used for purposes of progressive discipline.

Section 3 – Right to Representation

Section 3.1 – Investigatory Meeting

For any investigatory meeting, the Employer shall notify a Union Steward if the Employee so requests. The Employer shall provide the employee with written notification of the right to have a Union Steward present, and the employee will be asked to note in writing whether he/she wants a Union Steward present. The employee may revoke his/her decision regarding having a Union Steward present at any time. If the employee revokes this decision, the meeting shall stop until either a Union Steward

is in attendance or leaves. If a Union Steward is notified and the notified Union Steward cannot attend the investigatory meeting, another Union Steward, or alternate and the supervisor of that Union Steward, shall be notified of the meeting. The Union Steward may be present at any such meeting to represent the employee unless the employee specifically and in writing declines the representation or the presence of the Union Steward.

All rights described in the Weingarten Statement as appended to this contract are guaranteed to all employees.

Section 3.2 – Disciplinary Meeting

The Employer shall notify a Union Steward of any meeting at which the employee will be disciplined or discharged. If the notified Union Steward cannot attend the disciplinary meeting, another Union Steward, or alternate and the supervisor of that Union Steward, shall be notified of the meeting. The Union Steward may be present at any such meeting to represent the employee unless the employee specifically and in writing declines the representation or the presence of the Union Steward.

Section 4 – Notice

Any form of discipline shall be confirmed in a document that states the reasons for the discipline. The document shall be provided to the employee and a copy provided to the Union Steward and Union Representative if the employee so desires. An employee shall have the right to rebut in writing any such document, and any such rebuttal shall be placed in the employee's file.

Section 5 – Employee Acknowledgment

The Employer agrees to remove to a separate file all corrective action forms after eighteen months of continuous performance with no further corrective action.

Employer agrees to provide language on the corrective action forms to the effect that the employee is only required to sign acknowledging receipt of the notice and that the employee is not required to sign such notice in any way indicating agreement with the contents of the notice, and that he/she may pursue the matter through the grievance procedure if he/she disagrees with the action taken.

Section 6 – Disclosure

Upon written request from the employee, the Employer shall provide to the Union copies of all written statements produced relevant to the underlying discipline and/or discharge, provided that information which may be covered by HIPPA may be redacted.

WEINGARTEN RULES/STATEMENT

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

RULE 1: The employee must make a clear request for Union representation before or during the interview. The employee cannot be punished for making this request.

RULE 2: After the employee makes the request, the employer must choose from among three options:

- Grant the request and delay questioning until Union representation arrives and has a chance to consult privately with the employee;
- Deny the request and end the interview immediately; or
- Give the employee a choice of having the interview without representation or ending the interview.

RULE 3: If the Employer denies the request for Union representation and continues to ask questions, the Employer commits an unfair labor practice and the employee has the right to refuse to answer. The Employer may not discipline the employee for such refusal.

ARTICLE XXIV – DURATION OF AGREEMENT

This Agreement shall become effective as of the 15th day of July, 2016, and shall remain in full force and effect through and including July 14, 2019, and from year to year thereafter unless either party has served notice in writing upon the other party at least ninety (90) days prior to the anniversary date or served such ninety (90) days’ notice at any time after July 14, 2019, of a desire to cancel, amend or modify this Agreement.

THIS AGREEMENT has been executed on this 18 day of May, 2017.

FOR THE EMPLOYER:
NORTHEAST VALLEY HEALTH
CORPORATION



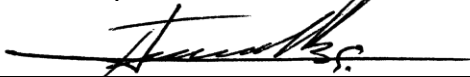
Kimberly Wyard,
Chief Executive Officer



Art Stickgold,
Chief Management Negotiator



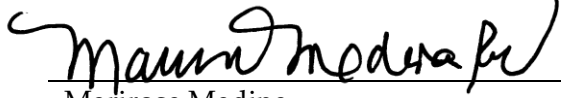
Theresa Nitescu,
Chief Operations Officer



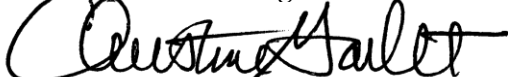
José Luis Trejo,
Human Resources Director



Joy Ahrens,
WIC Director



Marirose Medina,
Director of Nursing



Christine Goulet,
WIC Program Associate Director



Hector Godoy,
Clinic Administrator



Maria Elena Lane,
HR Administration Manager



Sujatha Reddy,
Labor Relations Specialist

FOR THE UNION:

SEIU Local 721



Dana Martinez,
Chief Negotiator, SEIU Local 721



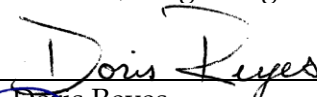
Patricia Castillo,
Director of Health Services, SEIU Local 721



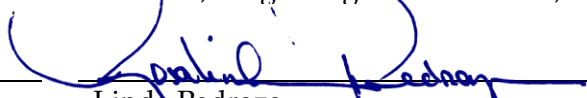
Humberto Belloso,
Steward, Bargaining Team Member, SEIU 721



Josie Benitez,
Steward, Bargaining Team Member, SEIU 721



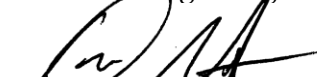
Doris Reyes,
Steward, Bargaining Team Member, SEIU 721



Linda Pedraza,
Steward, Bargaining Team Member, SEIU 721



Juan Mendez,
Steward, Bargaining Team Member



Omar Martinez,
Steward, Bargaining Team Member, SEIU 721



Jorge Quinones,
Steward, Bargaining Team Member, SEIU 721



Marie Michaelson,
Worksite Organizer, SEIU 721



Ernesto Guerrero,
Worksite Organizer, SEIU 721


LETTER OF UNDERSTANDING – 1

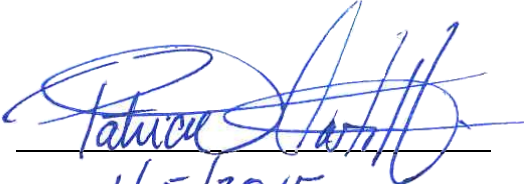
The following is a letter of understanding between Northeast Valley Health Corporation and Service Employees International Union, Local 721, CTW-CLC, which shall run concurrently with the present agreement effective June 1, 2010.

Notwithstanding the provisions of Article II "Union Security", the following classification shall be deleted from the bargaining unit: Pharmacist, Nurse Practitioner, Physician Assistant, and Security Guard.

FOR THE EMPLOYER:
NORTHEAST VALLEY HEALTH
CORPORATION

FOR THE UNION:
SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 721

By: 
JOSE LUIS TREJO
Date: 1/30/2014

By: 
Patricia Smith
Date: 1/5/2015


LETTER OF UNDERSTANDING – 2

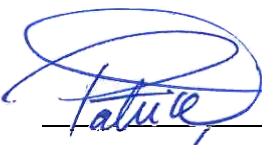

The following is a letter of understanding between Northeast Valley Health Corporation (“the employer”), and Service Employees International Union, Local 721, CTW-CLC (“the union”), which shall run concurrently with the present agreement effective June 1, 2010.

The Union agrees that notwithstanding contract provisions, employees or employer in the HIV and Substance Abuse programs shall be free to request six day work weeks including split shifts provided that the employer shall not impose any such schedules on bargaining group members.

FOR THE EMPLOYER:
NORTHEAST VALLEY HEALTH
CORPORATION

FOR THE UNION:
SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 721

By: 
JOSE LUIS TREJO
Date: 1/30/2014


By:  
Date: 1/5/2015

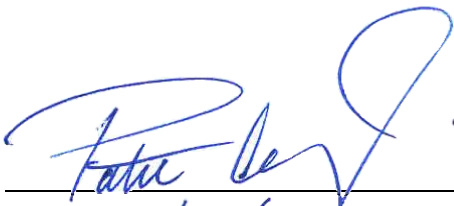
LETTER OF UNDERSTANDING – 3

It is agreed by NEVHC and Local 721 SEIU that any employee working 30 – 39.5 hours per week, who may have been labeled “full time” in some documents by NEVHC, will be considered a “full time employee” for the purpose of reduction in force only for the duration of their employment, provided that this shall apply only to such employees of record on the date of ratification of the 2004–2007 agreement.

FOR THE EMPLOYER:
NORTHEAST VALLEY HEALTH
CORPORATION

FOR THE UNION:
SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 721

By: 
JOSE LUIS TREJO
Date: 1/30/2014

By: 
Peter Berg
Date: 1/5/15

LETTER OF UNDERSTANDING ON COURTESY – 4

The following is a letter of understanding between Northeast Valley Health Corporation (the Employer) and SEIU Local 721, CTW-CLC, (the Union), which will run concurrently with the present agreement.


The Union and the Employer agree that ethical and fair treatment of one another is an integral part of providing high quality patient and participant care. The Union and the Employer agree to encourage all NEVHC personnel including contractors and consultants to treat each other, regardless of position or profession, with dignity, respect and trust, and recognize and appreciate the individual contribution that each employee makes in his/her daily work.

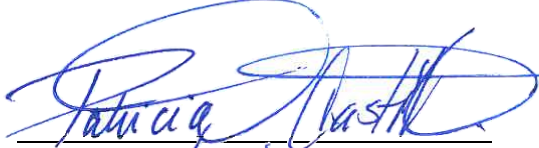
The Union and the Employer agree to encourage all NEVHC personnel to treat one another, our participants, clients, patients and their families, contractors and consultants professionally and with CARE (Connect, Appreciate, Respond and Empower) and in the ways we want to be treated ourselves. Clear communication of expectations regarding performance and support of individual opportunities for growth is also encouraged. The Employer and the employees agree to abide by the NEVHC Policy and Procedures Manual and not to create a work environment that is hostile or intimidating for either party. Reputable mediation resources such as the Federal Mediation and Conciliation Service (FMCS) may be consulted by mutual agreement, in the event that hostile work environment issues remain unresolved.

THIS LETTER OF UNDERSTANDING has been executed on this date below:

FOR THE EMPLOYER:
NORTHEAST VALLEY HEALTH
CORPORATION

FOR THE UNION:
SERVICE EMPLOYEES
INTERNATIONAL UNION LOCAL 721

By: 
 JOSE LUIS TEREJO
Date: 1/30/2014

By: 
 Patricia Castaneda
Date: 1/5/2015

Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
I	Accounting Clerk	\$13.33	\$13.80	\$14.15	\$14.50	\$14.85	\$15.25	\$15.65	\$16.05
II	Accounts Payable Clerk	\$16.41	\$16.99	\$17.34	\$17.69	\$18.04	\$18.44	\$18.84	\$19.24
IV	Accounts Payable Technician	\$19.35	\$20.03	\$20.38	\$20.73	\$21.08	\$21.48	\$21.88	\$22.28
III	Accounts Receivable Clerk	\$18.47	\$19.12	\$19.47	\$19.82	\$20.17	\$20.57	\$20.97	\$21.37
IV	Accounts Collections Coordinator	\$18.47	\$19.12	\$19.47	\$19.82	\$20.17	\$20.57	\$20.97	\$21.37
III	Accounts Collections Specialist	\$17.41	\$18.02	\$18.37	\$18.72	\$19.07	\$19.47	\$19.87	\$20.27
II	Asthma Care Coordinator	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
II	Asthma Care Coordinator - Lead	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
VII	Breastfeeding Peer Counselor/Case Manager	\$18.86	\$19.53	\$19.88	\$20.23	\$20.58	\$20.98	\$21.38	\$21.78
VII	Breastfeeding Promotion/Support Assistant	\$18.86	\$19.53	\$19.88	\$20.23	\$20.58	\$20.98	\$21.38	\$21.78
III	Case Manager I	\$18.86	\$19.53	\$19.88	\$20.23	\$20.58	\$20.98	\$21.38	\$21.78
III	Case Manager II	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
II	CHDP Coordinator	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
I	Clerk Typist I	\$14.34	\$14.85	\$15.20	\$15.55	\$15.90	\$16.30	\$16.70	\$17.10
II	Clerk Typist II	\$15.37	\$15.91	\$16.26	\$16.61	\$16.96	\$17.36	\$17.76	\$18.16
I	Clinic Clerk I	\$13.33	\$13.80	\$14.15	\$14.50	\$14.85	\$15.25	\$15.65	\$16.05
II	Clinic Clerk II	\$14.34	\$14.85	\$15.20	\$15.55	\$15.90	\$16.30	\$16.70	\$17.10
I	Community Health Worker I	\$14.34	\$14.85	\$15.20	\$15.55	\$15.90	\$16.30	\$16.70	\$17.10
II	Community Health Worker II	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
I	Computer Systems Specialist I	\$23.57	\$24.40	\$24.75	\$25.10	\$25.45	\$25.85	\$26.25	\$26.65
IV	Computer Systems Specialist II	\$25.91	\$26.82	\$27.17	\$27.52	\$27.87	\$28.27	\$28.67	\$29.07
IV	Consumer Relations Coordinator	\$18.47	\$19.12	\$19.47	\$19.82	\$20.17	\$20.57	\$20.97	\$21.37
III	Consumer Relations Specialist	\$17.41	\$18.02	\$18.37	\$18.72	\$19.07	\$19.47	\$19.87	\$20.27
II	Courier	\$13.33	\$13.80	\$14.15	\$14.50	\$14.85	\$15.25	\$15.65	\$16.05
II	Dental Assistant I	\$16.91	\$17.51	\$17.86	\$18.21	\$18.56	\$18.96	\$19.36	\$19.76
III	Dental Assistant II	\$20.49	\$21.21	\$21.56	\$21.91	\$22.26	\$22.66	\$23.06	\$23.46
II	Department Clerk	\$15.37	\$15.91	\$16.26	\$16.61	\$16.96	\$17.36	\$17.76	\$18.16
I	DUI Counselor	\$16.41	\$16.99	\$17.34	\$17.69	\$18.04	\$18.44	\$18.84	\$19.24
IV	Family Medicine Care Coordinator I	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
V	Family Medicine Care Coordinator II	\$23.76	\$24.60	\$24.95	\$25.30	\$25.65	\$26.05	\$26.45	\$26.85
VI	Family Medicine Care Coordinator III	\$25.91	\$26.82	\$27.17	\$27.52	\$27.87	\$28.27	\$28.67	\$29.07
IV	Front Office Coordinator	\$18.86	\$19.53	\$19.88	\$20.23	\$20.58	\$20.98	\$21.38	\$21.78
III	Health Education Specialist	\$18.86	\$19.53	\$19.88	\$20.23	\$20.58	\$20.98	\$21.38	\$21.78
III	Health Educator I	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
V	Health Educator II	\$32.19	\$33.32	\$33.67	\$34.02	\$34.37	\$34.77	\$35.17	\$35.57
IV	Health Promoter	\$18.47	\$19.12	\$19.47	\$19.82	\$20.17	\$20.57	\$20.97	\$21.37
I	HIT Clinical Support Specialist (NEW)	\$23.57	\$24.40	\$24.75	\$25.10	\$25.45	\$25.85	\$26.25	\$26.65
I	Housekeeper	\$12.35	\$12.79	\$13.14	\$13.49	\$13.84	\$14.24	\$14.64	\$15.04
II	Information & Referral Clerk I	\$14.54	\$15.05	\$15.40	\$15.75	\$16.10	\$16.50	\$16.90	\$17.30
III	Information & Referral Clerk II	\$15.79	\$16.35	\$16.70	\$17.05	\$17.40	\$17.80	\$18.20	\$18.60
I	Laboratory Assistant I	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
II	Laboratory Assistant II	\$16.91	\$17.51	\$17.86	\$18.21	\$18.56	\$18.96	\$19.36	\$19.76
IV	Licensed Vocational Nurse Case Manager I	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
V	Licensed Vocational Nurse Case Manager II	\$23.76	\$24.60	\$24.95	\$25.30	\$25.65	\$26.05	\$26.45	\$26.85
VI	Licensed Vocational Nurse Case Manager III	\$25.91	\$26.82	\$27.17	\$27.52	\$27.87	\$28.27	\$28.67	\$29.07
IV	Licensed Vocational Nurse I	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
V	Licensed Vocational Nurse II	\$23.76	\$24.60	\$24.95	\$25.30	\$25.65	\$26.05	\$26.45	\$26.85

Notes (*): The longevity increase shown here represents a minimum or average rate. Individual increases may vary.

Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
VI	Licensed Vocational Nurse III	\$25.91	\$26.82	\$27.17	\$27.52	\$27.87	\$28.27	\$28.67	\$29.07
II	Mail Room Clerk	\$14.54	\$15.05	\$15.40	\$15.75	\$16.10	\$16.50	\$16.90	\$17.30
I	Maintenance I	\$12.35	\$12.79	\$13.14	\$13.49	\$13.84	\$14.24	\$14.64	\$15.04
III	Maintenance II	\$15.37	\$15.91	\$16.26	\$16.61	\$16.96	\$17.36	\$17.76	\$18.16
III	Marketing Managed Care Coordinator	\$17.41	\$18.02	\$18.37	\$18.72	\$19.07	\$19.47	\$19.87	\$20.27
I	Medical Assistant I	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
II	Medical Assistant II	\$16.91	\$17.51	\$17.86	\$18.21	\$18.56	\$18.96	\$19.36	\$19.76
I	Medical Records Clerk I	\$13.33	\$13.80	\$14.15	\$14.50	\$14.85	\$15.25	\$15.65	\$16.05
II	Medical Records Clerk II	\$14.34	\$14.85	\$15.20	\$15.55	\$15.90	\$16.30	\$16.70	\$17.10
V	Medical Social Worker	\$32.19	\$33.32	\$33.67	\$34.02	\$34.37	\$34.77	\$35.17	\$35.57
III	Mental Health Worker - MHW	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
I	Nutrition Assistant I	\$13.33	\$13.80	\$14.15	\$14.50	\$14.85	\$15.25	\$15.65	\$16.05
II	Nutrition Assistant II	\$14.54	\$15.05	\$15.40	\$15.75	\$16.10	\$16.50	\$16.90	\$17.30
IV	Nutrition Assistant III	\$15.79	\$16.35	\$16.70	\$17.05	\$17.40	\$17.80	\$18.20	\$18.60
V	Nutrition Assistant III Breastfeeding Certified	\$16.03	\$16.60	\$16.95	\$17.30	\$17.65	\$18.05	\$18.45	\$18.85
VI	Nutrition Assistant III Peer Counselor & CLE	\$16.27	\$16.84	\$17.19	\$17.54	\$17.89	\$18.29	\$18.69	\$19.09
II	Nutrition Eduation Assistant	\$14.54	\$15.05	\$15.40	\$15.75	\$16.10	\$16.50	\$16.90	\$17.30
I	Outreach Worker I	\$14.34	\$14.85	\$15.20	\$15.55	\$15.90	\$16.30	\$16.70	\$17.10
II	Outreach Worker II	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
III	Passenger Van Driver	\$15.37	\$15.91	\$16.26	\$16.61	\$16.96	\$17.36	\$17.76	\$18.16
II	Patient Billing Operator I	\$15.37	\$15.91	\$16.26	\$16.61	\$16.96	\$17.36	\$17.76	\$18.16
III	Patient Billing Operator II	\$17.41	\$18.02	\$18.37	\$18.72	\$19.07	\$19.47	\$19.87	\$20.27
IV	Patient Billing Operator III	\$18.47	\$19.12	\$19.47	\$19.82	\$20.17	\$20.57	\$20.97	\$21.37
I	Patient Navigator I	\$16.91	\$17.51	\$17.86	\$18.21	\$18.56	\$18.96	\$19.36	\$19.76
II	Patient Navigator II	\$18.00	\$18.63	\$18.98	\$19.33	\$19.68	\$20.08	\$20.48	\$20.88
II	Payroll Clerk	\$16.41	\$16.99	\$17.34	\$17.69	\$18.04	\$18.44	\$18.84	\$19.24
I	Pharmacy Assistant I	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
II	Pharmacy Assistant II	\$16.91	\$17.51	\$17.86	\$18.21	\$18.56	\$18.96	\$19.36	\$19.76
IV	Pharmacy Technician I	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
V	Pharmacy Technician II	\$23.76	\$24.60	\$24.95	\$25.30	\$25.65	\$26.05	\$26.45	\$26.85
III	Purchasing Clerk	\$18.47	\$19.12	\$19.47	\$19.82	\$20.17	\$20.57	\$20.97	\$21.37
I	Recovery Specialist	\$16.41	\$16.99	\$17.34	\$17.69	\$18.04	\$18.44	\$18.84	\$19.24
III	Registered Dental Assistant (Entry Level) NEW	\$19.35	\$20.03	\$20.38	\$20.73	\$21.08	\$21.48	\$21.88	\$22.28
IV	Registered Dental Assistant I	\$21.60	\$22.36	\$22.71	\$23.06	\$23.41	\$23.81	\$24.21	\$24.61
V	Registered Dental Assistant II	\$23.75	\$24.59	\$24.94	\$25.29	\$25.64	\$26.04	\$26.44	\$26.84
I	Registration Clerk I	\$13.33	\$13.80	\$14.15	\$14.50	\$14.85	\$15.25	\$15.65	\$16.05
II	Registration Clerk II	\$14.34	\$14.85	\$15.20	\$15.55	\$15.90	\$16.30	\$16.70	\$17.10
VII	Registered Nurse Staff	\$32.78	\$33.93	\$34.28	\$34.63	\$34.98	\$35.38	\$35.78	\$36.18
III	Secretary	\$17.41	\$18.02	\$18.37	\$18.72	\$19.07	\$19.47	\$19.87	\$20.27
II	Sterile Processing Technician (NEW)	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
I	Team Clerk I	\$15.88	\$16.44	\$16.79	\$17.14	\$17.49	\$17.89	\$18.29	\$18.69
II	Team Clerk II	\$16.90	\$17.50	\$17.85	\$18.20	\$18.55	\$18.95	\$19.35	\$19.75
III	Warehouse Clerk I	\$15.37	\$15.91	\$16.26	\$16.61	\$16.96	\$17.36	\$17.76	\$18.16
IV	Warehouse Clerk II	\$18.65	\$19.31	\$19.66	\$20.01	\$20.36	\$20.76	\$21.16	\$21.56
I	X-Ray Technologist	\$23.57	\$24.40	\$24.75	\$25.10	\$25.45	\$25.85	\$26.25	\$26.65

Notes (*): The longevity increase shown here represents a minimum or average rate. Individual increases may vary.

Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
I	Accounting Clerk	\$13.53	\$14.01	\$14.36	\$14.71	\$15.06	\$15.46	\$15.86	\$16.26
II	Accounts Payable Clerk	\$16.66	\$17.25	\$17.60	\$17.95	\$18.30	\$18.70	\$19.10	\$19.50
IV	Accounts Payable Technician	\$19.65	\$20.34	\$20.69	\$21.04	\$21.39	\$21.79	\$22.19	\$22.59
III	Accounts Receivable Clerk	\$18.75	\$19.41	\$19.76	\$20.11	\$20.46	\$20.86	\$21.26	\$21.66
IV	Accounts Collections Coordinator	\$18.75	\$19.41	\$19.76	\$20.11	\$20.46	\$20.86	\$21.26	\$21.66
III	Accounts Collections Specialist	\$17.68	\$18.30	\$18.65	\$19.00	\$19.35	\$19.75	\$20.15	\$20.55
II	Asthma Care Coordinator	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
II	Asthma Care Coordinator - Lead	\$17.24	\$17.85	\$18.20	\$18.55	\$18.90	\$19.30	\$19.70	\$20.10
VII	Breastfeeding Peer Counselor/Case Manager	\$19.15	\$19.83	\$20.18	\$20.53	\$20.88	\$21.28	\$21.68	\$22.08
VII	Breastfeeding Promotion/Support Assistant	\$19.15	\$19.83	\$20.18	\$20.53	\$20.88	\$21.28	\$21.68	\$22.08
III	Case Manager I	\$19.15	\$19.83	\$20.18	\$20.53	\$20.88	\$21.28	\$21.68	\$22.08
III	Case Manager II	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
II	CHDP Coordinator	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
I	Clerk Typist I	\$14.56	\$15.07	\$15.42	\$15.77	\$16.12	\$16.52	\$16.92	\$17.32
II	Clerk Typist II	\$15.61	\$16.16	\$16.51	\$16.86	\$17.21	\$17.61	\$18.01	\$18.41
I	Clinic Clerk I	\$13.53	\$14.01	\$14.36	\$14.71	\$15.06	\$15.46	\$15.86	\$16.26
II	Clinic Clerk II	\$14.56	\$15.07	\$15.42	\$15.77	\$16.12	\$16.52	\$16.92	\$17.32
I	Community Health Worker I	\$14.56	\$15.07	\$15.42	\$15.77	\$16.12	\$16.52	\$16.92	\$17.32
II	Community Health Worker II	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
I	Computer Systems Specialist I	\$23.93	\$24.77	\$25.12	\$25.47	\$25.82	\$26.22	\$26.62	\$27.02
IV	Computer Systems Specialist II	\$26.30	\$27.23	\$27.58	\$27.93	\$28.28	\$28.68	\$29.08	\$29.48
IV	Consumer Relations Coordinator	\$18.75	\$19.41	\$19.76	\$20.11	\$20.46	\$20.86	\$21.26	\$21.66
III	Consumer Relations Specialist	\$17.68	\$18.30	\$18.65	\$19.00	\$19.35	\$19.75	\$20.15	\$20.55
II	Courier	\$13.53	\$14.01	\$14.36	\$14.71	\$15.06	\$15.46	\$15.86	\$16.26
II	Dental Assistant I	\$17.17	\$17.78	\$18.13	\$18.48	\$18.83	\$19.23	\$19.63	\$20.03
III	Dental Assistant II	\$20.80	\$21.53	\$21.88	\$22.23	\$22.58	\$22.98	\$23.38	\$23.78
II	Department Clerk	\$15.61	\$16.16	\$16.51	\$16.86	\$17.21	\$17.61	\$18.01	\$18.41
I	DUI Counselor	\$16.66	\$17.25	\$17.60	\$17.95	\$18.30	\$18.70	\$19.10	\$19.50
IV	Family Medicine Care Coordinator I	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
V	Family Medicine Care Coordinator II	\$24.12	\$24.97	\$25.32	\$25.67	\$26.02	\$26.42	\$26.82	\$27.22
VI	Family Medicine Care Coordinator III	\$26.30	\$27.23	\$27.58	\$27.93	\$28.28	\$28.68	\$29.08	\$29.48
IV	Front Office Coordinator	\$19.15	\$19.83	\$20.18	\$20.53	\$20.88	\$21.28	\$21.68	\$22.08
III	Health Education Specialist	\$19.15	\$19.83	\$20.18	\$20.53	\$20.88	\$21.28	\$21.68	\$22.08
III	Health Educator I	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
V	Health Educator II	\$32.68	\$33.83	\$34.18	\$34.53	\$34.88	\$35.28	\$35.68	\$36.08
IV	Health Promoter	\$18.75	\$19.41	\$19.76	\$20.11	\$20.46	\$20.86	\$21.26	\$21.66
I	HIT Clinical Support Specialist (NEW)	\$23.93	\$24.77	\$25.12	\$25.47	\$25.82	\$26.22	\$26.62	\$27.02
I	Housekeeper	\$12.54	\$12.98	\$13.33	\$13.68	\$14.03	\$14.43	\$14.83	\$15.23
II	Information & Referral Clerk I	\$14.76	\$15.28	\$15.63	\$15.98	\$16.33	\$16.73	\$17.13	\$17.53
III	Information & Referral Clerk II	\$16.03	\$16.60	\$16.95	\$17.30	\$17.65	\$18.05	\$18.45	\$18.85
I	Laboratory Assistant I	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
II	Laboratory Assistant II	\$17.17	\$17.78	\$18.13	\$18.48	\$18.83	\$19.23	\$19.63	\$20.03
IV	Licensed Vocational Nurse Case Manager I	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
V	Licensed Vocational Nurse Case Manager II	\$24.12	\$24.97	\$25.32	\$25.67	\$26.02	\$26.42	\$26.82	\$27.22
VI	Licensed Vocational Nurse Case Manager III	\$26.30	\$27.23	\$27.58	\$27.93	\$28.28	\$28.68	\$29.08	\$29.48
IV	Licensed Vocational Nurse I	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
V	Licensed Vocational Nurse II	\$24.12	\$24.97	\$25.32	\$25.67	\$26.02	\$26.42	\$26.82	\$27.22

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Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
VI	Licensed Vocational Nurse III	\$26.30	\$27.23	\$27.58	\$27.93	\$28.28	\$28.68	\$29.08	\$29.48
II	Mail Room Clerk	\$14.76	\$15.28	\$15.63	\$15.98	\$16.33	\$16.73	\$17.13	\$17.53
I	Maintenance I	\$12.54	\$12.98	\$13.33	\$13.68	\$14.03	\$14.43	\$14.83	\$15.23
III	Maintenance II	\$15.61	\$16.16	\$16.51	\$16.86	\$17.21	\$17.61	\$18.01	\$18.41
III	Marketing Managed Care Coordinator	\$17.68	\$18.30	\$18.65	\$19.00	\$19.35	\$19.75	\$20.15	\$20.55
I	Medical Assistant I	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
II	Medical Assistant II	\$17.17	\$17.78	\$18.13	\$18.48	\$18.83	\$19.23	\$19.63	\$20.03
I	Medical Records Clerk I	\$13.53	\$14.01	\$14.36	\$14.71	\$15.06	\$15.46	\$15.86	\$16.26
II	Medical Records Clerk II	\$14.56	\$15.07	\$15.42	\$15.77	\$16.12	\$16.52	\$16.92	\$17.32
V	Medical Social Worker	\$32.68	\$33.83	\$34.18	\$34.53	\$34.88	\$35.28	\$35.68	\$36.08
III	Mental Health Worker - MHW	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
I	Nutrition Assistant I	\$13.53	\$14.01	\$14.36	\$14.71	\$15.06	\$15.46	\$15.86	\$16.26
II	Nutrition Assistant II	\$14.76	\$15.28	\$15.63	\$15.98	\$16.33	\$16.73	\$17.13	\$17.53
IV	Nutrition Assistant III	\$16.03	\$16.60	\$16.95	\$17.30	\$17.65	\$18.05	\$18.45	\$18.85
V	Nutrition Assistant III Breastfeeding Certified	\$16.28	\$16.85	\$17.20	\$17.55	\$17.90	\$18.30	\$18.70	\$19.10
VI	Nutrition Assistant III Peer Counselor & CLE	\$16.52	\$17.10	\$17.45	\$17.80	\$18.15	\$18.55	\$18.95	\$19.35
II	Nutrition Education Assistant	\$14.76	\$15.28	\$15.63	\$15.98	\$16.33	\$16.73	\$17.13	\$17.53
I	Outreach Worker I	\$14.56	\$15.07	\$15.42	\$15.77	\$16.12	\$16.52	\$16.92	\$17.32
II	Outreach Worker II	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
III	Passenger Van Driver	\$15.61	\$16.16	\$16.51	\$16.86	\$17.21	\$17.61	\$18.01	\$18.41
II	Patient Billing Operator I	\$15.61	\$16.16	\$16.51	\$16.86	\$17.21	\$17.61	\$18.01	\$18.41
III	Patient Billing Operator II	\$17.68	\$18.30	\$18.65	\$19.00	\$19.35	\$19.75	\$20.15	\$20.55
IV	Patient Billing Operator III	\$18.75	\$19.41	\$19.76	\$20.11	\$20.46	\$20.86	\$21.26	\$21.66
I	Patient Navigator I	\$17.17	\$17.78	\$18.13	\$18.48	\$18.83	\$19.23	\$19.63	\$20.03
II	Patient Navigator II	\$18.27	\$18.91	\$19.26	\$19.61	\$19.96	\$20.36	\$20.76	\$21.16
II	Payroll Clerk	\$16.66	\$17.25	\$17.60	\$17.95	\$18.30	\$18.70	\$19.10	\$19.50
I	Pharmacy Assistant I	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
II	Pharmacy Assistant II	\$17.17	\$17.78	\$18.13	\$18.48	\$18.83	\$19.23	\$19.63	\$20.03
IV	Pharmacy Technician I	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
V	Pharmacy Technician II	\$24.12	\$24.97	\$25.32	\$25.67	\$26.02	\$26.42	\$26.82	\$27.22
III	Purchasing Clerk	\$18.75	\$19.41	\$19.76	\$20.11	\$20.46	\$20.86	\$21.26	\$21.66
I	Recovery Specialist	\$16.66	\$17.25	\$17.60	\$17.95	\$18.30	\$18.70	\$19.10	\$19.50
III	Registered Dental Assistant (Entry Level) (NEW)	\$19.64	\$20.33	\$20.68	\$21.03	\$21.38	\$21.78	\$22.18	\$22.58
IV	Registered Dental Assistant I	\$21.93	\$22.70	\$23.05	\$23.40	\$23.75	\$24.15	\$24.55	\$24.95
V	Registered Dental Assistant II	\$24.11	\$24.96	\$25.31	\$25.66	\$26.01	\$26.41	\$26.81	\$27.21
I	Registration Clerk I	\$13.53	\$14.01	\$14.36	\$14.71	\$15.06	\$15.46	\$15.86	\$16.26
II	Registration Clerk II	\$14.56	\$15.07	\$15.42	\$15.77	\$16.12	\$16.52	\$16.92	\$17.32
VII	Registered Nurse Staff	\$33.28	\$34.45	\$34.80	\$35.15	\$35.50	\$35.90	\$36.30	\$36.70
III	Secretary	\$17.68	\$18.30	\$18.65	\$19.00	\$19.35	\$19.75	\$20.15	\$20.55
II	Sterile Processing Technician (NEW)	\$17.17	\$17.78	\$18.13	\$18.48	\$18.83	\$19.23	\$19.63	\$20.03
I	Team Clerk I	\$16.12	\$16.69	\$17.04	\$17.39	\$17.74	\$18.14	\$18.54	\$18.94
II	Team Clerk II	\$17.16	\$17.77	\$18.12	\$18.47	\$18.82	\$19.22	\$19.62	\$20.02
III	Warehouse Clerk I	\$15.61	\$16.16	\$16.51	\$16.86	\$17.21	\$17.61	\$18.01	\$18.41
IV	Warehouse Clerk II	\$18.93	\$19.60	\$19.95	\$20.30	\$20.65	\$21.05	\$21.45	\$21.85
I	X-Ray Technologist	\$23.93	\$24.77	\$25.12	\$25.47	\$25.82	\$26.22	\$26.62	\$27.02

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Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
I	Accounting Clerk	\$14.11	\$14.61	\$14.96	\$15.31	\$15.66	\$16.06	\$16.46	\$16.86
II	Accounts Payable Clerk	\$17.37	\$17.98	\$18.33	\$18.68	\$19.03	\$19.43	\$19.83	\$20.23
IV	Accounts Payable Technician	\$20.49	\$21.21	\$21.56	\$21.91	\$22.26	\$22.66	\$23.06	\$23.46
III	Accounts Receivable Clerk	\$19.55	\$20.24	\$20.59	\$20.94	\$21.29	\$21.69	\$22.09	\$22.49
IV	Accounts Collections Coordinator	\$19.55	\$20.24	\$20.59	\$20.94	\$21.29	\$21.69	\$22.09	\$22.49
III	Accounts Collections Specialist	\$18.44	\$19.09	\$19.44	\$19.79	\$20.14	\$20.54	\$20.94	\$21.34
II	Asthma Care Coordinator	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
II	Asthma Care Coordinator - Lead	\$17.98	\$18.61	\$18.96	\$19.31	\$19.66	\$20.06	\$20.46	\$20.86
VII	Breastfeeding Peer Counselor/Case Manager	\$19.97	\$20.67	\$21.02	\$21.37	\$21.72	\$22.12	\$22.52	\$22.92
VII	Breastfeeding Promotion/Support Assistant	\$19.97	\$20.67	\$21.02	\$21.37	\$21.72	\$22.12	\$22.52	\$22.92
III	Case Manager I	\$19.97	\$20.67	\$21.02	\$21.37	\$21.72	\$22.12	\$22.52	\$22.92
III	Case Manager II	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
II	CHDP Coordinator	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
I	Clerk Typist I	\$15.18	\$15.72	\$16.07	\$16.42	\$16.77	\$17.17	\$17.57	\$17.97
II	Clerk Typist II	\$16.28	\$16.85	\$17.20	\$17.55	\$17.90	\$18.30	\$18.70	\$19.10
I	Clinic Clerk I	\$14.11	\$14.61	\$14.96	\$15.31	\$15.66	\$16.06	\$16.46	\$16.86
II	Clinic Clerk II	\$15.18	\$15.72	\$16.07	\$16.42	\$16.77	\$17.17	\$17.57	\$17.97
I	Community Health Worker I	\$15.18	\$15.72	\$16.07	\$16.42	\$16.77	\$17.17	\$17.57	\$17.97
II	Community Health Worker II	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
I	Computer Systems Specialist I	\$24.95	\$25.83	\$26.18	\$26.53	\$26.88	\$27.28	\$27.68	\$28.08
IV	Computer Systems Specialist II	\$27.42	\$28.38	\$28.73	\$29.08	\$29.43	\$29.83	\$30.23	\$30.63
IV	Consumer Relations Coordinator	\$19.55	\$20.24	\$20.59	\$20.94	\$21.29	\$21.69	\$22.09	\$22.49
III	Consumer Relations Specialist	\$18.44	\$19.09	\$19.44	\$19.79	\$20.14	\$20.54	\$20.94	\$21.34
II	Courier	\$14.11	\$14.61	\$14.96	\$15.31	\$15.66	\$16.06	\$16.46	\$16.86
II	Dental Assistant I	\$17.90	\$18.53	\$18.88	\$19.23	\$19.58	\$19.98	\$20.38	\$20.78
III	Dental Assistant II	\$21.69	\$22.45	\$22.80	\$23.15	\$23.50	\$23.90	\$24.30	\$24.70
II	Department Clerk	\$16.28	\$16.85	\$17.20	\$17.55	\$17.90	\$18.30	\$18.70	\$19.10
I	DUI Counselor	\$17.37	\$17.98	\$18.33	\$18.68	\$19.03	\$19.43	\$19.83	\$20.23
IV	Family Medicine Care Coordinator I	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
V	Family Medicine Care Coordinator II	\$25.15	\$26.04	\$26.39	\$26.74	\$27.09	\$27.49	\$27.89	\$28.29
VI	Family Medicine Care Coordinator III	\$27.42	\$28.38	\$28.73	\$29.08	\$29.43	\$29.83	\$30.23	\$30.63
IV	Front Office Coordinator	\$19.97	\$20.67	\$21.02	\$21.37	\$21.72	\$22.12	\$22.52	\$22.92
III	Health Education Specialist	\$19.97	\$20.67	\$21.02	\$21.37	\$21.72	\$22.12	\$22.52	\$22.92
III	Health Educator I	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
V	Health Educator II	\$34.07	\$35.27	\$35.62	\$35.97	\$36.32	\$36.72	\$37.12	\$37.52
IV	Health Promoter	\$19.55	\$20.24	\$20.59	\$20.94	\$21.29	\$21.69	\$22.09	\$22.49
I	HIT Clinical Support Specialist (<i>NEW</i>)	\$24.95	\$25.83	\$26.18	\$26.53	\$26.88	\$27.28	\$27.68	\$28.08
I	Housekeeper	\$13.08	\$13.54	\$13.89	\$14.24	\$14.59	\$14.99	\$15.39	\$15.79
II	Information & Referral Clerk I	\$15.39	\$15.93	\$16.28	\$16.63	\$16.98	\$17.38	\$17.78	\$18.18
III	Information & Referral Clerk II	\$16.72	\$17.31	\$17.66	\$18.01	\$18.36	\$18.76	\$19.16	\$19.56
I	Laboratory Assistant I	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
II	Laboratory Assistant II	\$17.90	\$18.53	\$18.88	\$19.23	\$19.58	\$19.98	\$20.38	\$20.78
IV	Licensed Vocational Nurse Case Manager I	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
V	Licensed Vocational Nurse Case Manager II	\$25.15	\$26.04	\$26.39	\$26.74	\$27.09	\$27.49	\$27.89	\$28.29
VI	Licensed Vocational Nurse Case Manager III	\$27.42	\$28.38	\$28.73	\$29.08	\$29.43	\$29.83	\$30.23	\$30.63
IV	Licensed Vocational Nurse I	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
V	Licensed Vocational Nurse II	\$25.15	\$26.04	\$26.39	\$26.74	\$27.09	\$27.49	\$27.89	\$28.29

Notes (*): The longevity increase shown here represents a minimum or average rate. Individual increases may vary.

Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
VI	Licensed Vocational Nurse III	\$27.42	\$28.38	\$28.73	\$29.08	\$29.43	\$29.83	\$30.23	\$30.63
II	Mail Room Clerk	\$15.39	\$15.93	\$16.28	\$16.63	\$16.98	\$17.38	\$17.78	\$18.18
I	Maintenance I	\$13.08	\$13.54	\$13.89	\$14.24	\$14.59	\$14.99	\$15.39	\$15.79
III	Maintenance II	\$16.28	\$16.85	\$17.20	\$17.55	\$17.90	\$18.30	\$18.70	\$19.10
III	Marketing Managed Care Coordinator	\$18.44	\$19.09	\$19.44	\$19.79	\$20.14	\$20.54	\$20.94	\$21.34
I	Medical Assistant I	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
II	Medical Assistant II	\$17.90	\$18.53	\$18.88	\$19.23	\$19.58	\$19.98	\$20.38	\$20.78
I	Medical Records Clerk I	\$14.11	\$14.61	\$14.96	\$15.31	\$15.66	\$16.06	\$16.46	\$16.86
II	Medical Records Clerk II	\$15.18	\$15.72	\$16.07	\$16.42	\$16.77	\$17.17	\$17.57	\$17.97
V	Medical Social Worker	\$34.07	\$35.27	\$35.62	\$35.97	\$36.32	\$36.72	\$37.12	\$37.52
III	Mental Health Worker - MHW	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
I	Nutrition Assistant I	\$14.11	\$14.61	\$14.96	\$15.31	\$15.66	\$16.06	\$16.46	\$16.86
II	Nutrition Assistant II	\$15.39	\$15.93	\$16.28	\$16.63	\$16.98	\$17.38	\$17.78	\$18.18
IV	Nutrition Assistant III	\$16.72	\$17.31	\$17.66	\$18.01	\$18.36	\$18.76	\$19.16	\$19.56
V	Nutrition Assistant III Breastfeeding Certified	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
VI	Nutrition Assistant III Peer Counselor & CLE	\$17.23	\$17.84	\$18.19	\$18.54	\$18.89	\$19.29	\$19.69	\$20.09
II	Nutrition Education Assistant	\$15.39	\$15.93	\$16.28	\$16.63	\$16.98	\$17.38	\$17.78	\$18.18
I	Outreach Worker I	\$15.18	\$15.72	\$16.07	\$16.42	\$16.77	\$17.17	\$17.57	\$17.97
II	Outreach Worker II	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
III	Passenger Van Driver	\$16.28	\$16.85	\$17.20	\$17.55	\$17.90	\$18.30	\$18.70	\$19.10
II	Patient Billing Operator I	\$16.28	\$16.85	\$17.20	\$17.55	\$17.90	\$18.30	\$18.70	\$19.10
III	Patient Billing Operator II	\$18.44	\$19.09	\$19.44	\$19.79	\$20.14	\$20.54	\$20.94	\$21.34
IV	Patient Billing Operator III	\$19.55	\$20.24	\$20.59	\$20.94	\$21.29	\$21.69	\$22.09	\$22.49
I	Patient Navigator I	\$17.90	\$18.53	\$18.88	\$19.23	\$19.58	\$19.98	\$20.38	\$20.78
II	Patient Navigator II	\$19.05	\$19.72	\$20.07	\$20.42	\$20.77	\$21.17	\$21.57	\$21.97
II	Payroll Clerk	\$17.37	\$17.98	\$18.33	\$18.68	\$19.03	\$19.43	\$19.83	\$20.23
I	Pharmacy Assistant I	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
II	Pharmacy Assistant II	\$17.90	\$18.53	\$18.88	\$19.23	\$19.58	\$19.98	\$20.38	\$20.78
IV	Pharmacy Technician I	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
V	Pharmacy Technician II	\$25.15	\$26.04	\$26.39	\$26.74	\$27.09	\$27.49	\$27.89	\$28.29
III	Purchasing Clerk	\$19.55	\$20.24	\$20.59	\$20.94	\$21.29	\$21.69	\$22.09	\$22.49
I	Recovery Specialist	\$17.37	\$17.98	\$18.33	\$18.68	\$19.03	\$19.43	\$19.83	\$20.23
III	Registered Dental Assistant (Entry Level) (NEW)	\$20.48	\$21.20	\$21.55	\$21.90	\$22.25	\$22.65	\$23.05	\$23.45
IV	Registered Dental Assistant I	\$22.87	\$23.68	\$24.03	\$24.38	\$24.73	\$25.13	\$25.53	\$25.93
V	Registered Dental Assistant II	\$25.14	\$26.02	\$26.37	\$26.72	\$27.07	\$27.47	\$27.87	\$28.27
I	Registration Clerk I	\$14.11	\$14.61	\$14.96	\$15.31	\$15.66	\$16.06	\$16.46	\$16.86
II	Registration Clerk II	\$15.18	\$15.72	\$16.07	\$16.42	\$16.77	\$17.17	\$17.57	\$17.97
VII	Registered Nurse Staff	\$34.70	\$35.92	\$36.27	\$36.62	\$36.97	\$37.37	\$37.77	\$38.17
III	Secretary	\$18.44	\$19.09	\$19.44	\$19.79	\$20.14	\$20.54	\$20.94	\$21.34
II	Sterile Processing Technician (NEW)	\$17.90	\$18.53	\$18.88	\$19.23	\$19.58	\$19.98	\$20.38	\$20.78
I	Team Clerk I	\$16.81	\$17.40	\$17.75	\$18.10	\$18.45	\$18.85	\$19.25	\$19.65
II	Team Clerk II	\$17.89	\$18.52	\$18.87	\$19.22	\$19.57	\$19.97	\$20.37	\$20.77
III	Warehouse Clerk I	\$16.28	\$16.85	\$17.20	\$17.55	\$17.90	\$18.30	\$18.70	\$19.10
IV	Warehouse Clerk II	\$19.74	\$20.44	\$20.79	\$21.14	\$21.49	\$21.89	\$22.29	\$22.69
I	X-Ray Technologist	\$24.95	\$25.83	\$26.18	\$26.53	\$26.88	\$27.28	\$27.68	\$28.08

Notes (*): The longevity increase shown here represents a minimum or average rate. Individual increases may vary.

Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
I	Accounting Clerk	\$14.71	\$15.23	\$15.58	\$15.93	\$16.28	\$16.68	\$17.08	\$17.48
II	Accounts Payable Clerk	\$18.11	\$18.75	\$19.10	\$19.45	\$19.80	\$20.20	\$20.60	\$21.00
IV	Accounts Payable Technician	\$21.37	\$22.12	\$22.47	\$22.82	\$23.17	\$23.57	\$23.97	\$24.37
III	Accounts Receivable Clerk	\$20.39	\$21.11	\$21.46	\$21.81	\$22.16	\$22.56	\$22.96	\$23.36
IV	Accounts Collections Coordinator	\$20.39	\$21.11	\$21.46	\$21.81	\$22.16	\$22.56	\$22.96	\$23.36
III	Accounts Collections Specialist	\$19.23	\$19.91	\$20.26	\$20.61	\$20.96	\$21.36	\$21.76	\$22.16
II	Asthma Care Coordinator	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
II	Asthma Care Coordinator - Lead	\$18.75	\$19.41	\$19.76	\$20.11	\$20.46	\$20.86	\$21.26	\$21.66
VII	Breastfeeding Peer Counselor/Case Manager	\$20.82	\$21.55	\$21.90	\$22.25	\$22.60	\$23.00	\$23.40	\$23.80
VII	Breastfeeding Promotion/Support Assistant	\$20.82	\$21.55	\$21.90	\$22.25	\$22.60	\$23.00	\$23.40	\$23.80
III	Case Manager I	\$20.82	\$21.55	\$21.90	\$22.25	\$22.60	\$23.00	\$23.40	\$23.80
III	Case Manager II	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
II	CHDP Coordinator	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
I	Clerk Typist I	\$15.83	\$16.39	\$16.74	\$17.09	\$17.44	\$17.84	\$18.24	\$18.64
II	Clerk Typist II	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
I	Clinic Clerk I	\$14.71	\$15.23	\$15.58	\$15.93	\$16.28	\$16.68	\$17.08	\$17.48
II	Clinic Clerk II	\$15.83	\$16.39	\$16.74	\$17.09	\$17.44	\$17.84	\$18.24	\$18.64
I	Community Health Worker I	\$15.83	\$16.39	\$16.74	\$17.09	\$17.44	\$17.84	\$18.24	\$18.64
II	Community Health Worker II	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
I	Computer Systems Specialist I	\$26.02	\$26.94	\$27.29	\$27.64	\$27.99	\$28.39	\$28.79	\$29.19
IV	Computer Systems Specialist II	\$28.59	\$29.60	\$29.95	\$30.30	\$30.65	\$31.05	\$31.45	\$31.85
IV	Consumer Relations Coordinator	\$20.39	\$21.11	\$21.46	\$21.81	\$22.16	\$22.56	\$22.96	\$23.36
III	Consumer Relations Specialist	\$19.23	\$19.91	\$20.26	\$20.61	\$20.96	\$21.36	\$21.76	\$22.16
II	Courier	\$14.71	\$15.23	\$15.58	\$15.93	\$16.28	\$16.68	\$17.08	\$17.48
II	Dental Assistant I	\$18.67	\$19.33	\$19.68	\$20.03	\$20.38	\$20.78	\$21.18	\$21.58
III	Dental Assistant II	\$22.62	\$23.42	\$23.77	\$24.12	\$24.47	\$24.87	\$25.27	\$25.67
II	Department Clerk	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
I	DUI Counselor	\$18.11	\$18.75	\$19.10	\$19.45	\$19.80	\$20.20	\$20.60	\$21.00
IV	Family Medicine Care Coordinator I	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
V	Family Medicine Care Coordinator II	\$26.22	\$27.14	\$27.49	\$27.84	\$28.19	\$28.59	\$28.99	\$29.39
VI	Family Medicine Care Coordinator III	\$28.59	\$29.60	\$29.95	\$30.30	\$30.65	\$31.05	\$31.45	\$31.85
IV	Front Office Coordinator	\$20.82	\$21.55	\$21.90	\$22.25	\$22.60	\$23.00	\$23.40	\$23.80
III	Health Education Specialist	\$20.82	\$21.55	\$21.90	\$22.25	\$22.60	\$23.00	\$23.40	\$23.80
III	Health Educator I	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
V	Health Educator II	\$35.52	\$36.77	\$37.12	\$37.47	\$37.82	\$38.22	\$38.62	\$39.02
IV	Health Promoter	\$20.39	\$21.11	\$21.46	\$21.81	\$22.16	\$22.56	\$22.96	\$23.36
I	HIT Clinical Support Specialist (<i>NEW</i>)	\$26.02	\$26.94	\$27.29	\$27.64	\$27.99	\$28.39	\$28.79	\$29.19
I	Housekeeper	\$13.64	\$14.12	\$14.47	\$14.82	\$15.17	\$15.57	\$15.97	\$16.37
II	Information & Referral Clerk I	\$16.05	\$16.62	\$16.97	\$17.32	\$17.67	\$18.07	\$18.47	\$18.87
III	Information & Referral Clerk II	\$17.44	\$18.06	\$18.41	\$18.76	\$19.11	\$19.51	\$19.91	\$20.31
I	Laboratory Assistant I	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
II	Laboratory Assistant II	\$18.67	\$19.33	\$19.68	\$20.03	\$20.38	\$20.78	\$21.18	\$21.58
IV	Licensed Vocational Nurse Case Manager I	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
V	Licensed Vocational Nurse Case Manager II	\$26.22	\$27.14	\$27.49	\$27.84	\$28.19	\$28.59	\$28.99	\$29.39
VI	Licensed Vocational Nurse Case Manager III	\$28.59	\$29.60	\$29.95	\$30.30	\$30.65	\$31.05	\$31.45	\$31.85
IV	Licensed Vocational Nurse I	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
V	Licensed Vocational Nurse II	\$26.22	\$27.14	\$27.49	\$27.84	\$28.19	\$28.59	\$28.99	\$29.39
VI	Licensed Vocational Nurse III	\$28.59	\$29.60	\$29.95	\$30.30	\$30.65	\$31.05	\$31.45	\$31.85

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Grade	CLASSIFICATION	New Hire Rate	90-Day Rate 3.5%	5 Year Longevity Rate(*) \$0.35	8 Year Longevity Rate(*) \$0.35	12 Year Longevity Rate(*) \$0.35	16 Year Longevity Rate(*) \$0.40	20 Year Longevity Rate(*) \$0.40	25 Year Longevity Rate(*) \$0.40
II	Mail Room Clerk	\$16.05	\$16.62	\$16.97	\$17.32	\$17.67	\$18.07	\$18.47	\$18.87
I	Maintenance I	\$13.64	\$14.12	\$14.47	\$14.82	\$15.17	\$15.57	\$15.97	\$16.37
III	Maintenance II	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
III	Marketing Managed Care Coordinator	\$19.23	\$19.91	\$20.26	\$20.61	\$20.96	\$21.36	\$21.76	\$22.16
I	Medical Assistant I	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
II	Medical Assistant II	\$18.67	\$19.33	\$19.68	\$20.03	\$20.38	\$20.78	\$21.18	\$21.58
I	Medical Records Clerk I	\$14.71	\$15.23	\$15.58	\$15.93	\$16.28	\$16.68	\$17.08	\$17.48
II	Medical Records Clerk II	\$15.83	\$16.39	\$16.74	\$17.09	\$17.44	\$17.84	\$18.24	\$18.64
V	Medical Social Worker	\$35.52	\$36.77	\$37.12	\$37.47	\$37.82	\$38.22	\$38.62	\$39.02
III	Mental Health Worker - MHW	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
I	Nutrition Assistant I	\$14.71	\$15.23	\$15.58	\$15.93	\$16.28	\$16.68	\$17.08	\$17.48
II	Nutrition Assistant II	\$16.05	\$16.62	\$16.97	\$17.32	\$17.67	\$18.07	\$18.47	\$18.87
IV	Nutrition Assistant III	\$17.44	\$18.06	\$18.41	\$18.76	\$19.11	\$19.51	\$19.91	\$20.31
V	Nutrition Assistant III Breastfeeding Certified	\$17.71	\$18.33	\$18.68	\$19.03	\$19.38	\$19.78	\$20.18	\$20.58
VI	Nutrition Assistant III Peer Counselor & CLE	\$17.97	\$18.60	\$18.95	\$19.30	\$19.65	\$20.05	\$20.45	\$20.85
II	Nutrition Education Assistant	\$16.05	\$16.62	\$16.97	\$17.32	\$17.67	\$18.07	\$18.47	\$18.87
I	Outreach Worker I	\$15.83	\$16.39	\$16.74	\$17.09	\$17.44	\$17.84	\$18.24	\$18.64
II	Outreach Worker II	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
III	Passenger Van Driver	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
II	Patient Billing Operator I	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
III	Patient Billing Operator II	\$19.23	\$19.91	\$20.26	\$20.61	\$20.96	\$21.36	\$21.76	\$22.16
IV	Patient Billing Operator III	\$20.39	\$21.11	\$21.46	\$21.81	\$22.16	\$22.56	\$22.96	\$23.36
I	Patient Navigator I	\$18.67	\$19.33	\$19.68	\$20.03	\$20.38	\$20.78	\$21.18	\$21.58
II	Patient Navigator II	\$19.86	\$20.56	\$20.91	\$21.26	\$21.61	\$22.01	\$22.41	\$22.81
II	Payroll Clerk	\$18.11	\$18.75	\$19.10	\$19.45	\$19.80	\$20.20	\$20.60	\$21.00
I	Pharmacy Assistant I	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
II	Pharmacy Assistant II	\$18.67	\$19.33	\$19.68	\$20.03	\$20.38	\$20.78	\$21.18	\$21.58
IV	Pharmacy Technician I	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
V	Pharmacy Technician II	\$26.22	\$27.14	\$27.49	\$27.84	\$28.19	\$28.59	\$28.99	\$29.39
III	Purchasing Clerk	\$20.39	\$21.11	\$21.46	\$21.81	\$22.16	\$22.56	\$22.96	\$23.36
I	Recovery Specialist	\$18.11	\$18.75	\$19.10	\$19.45	\$19.80	\$20.20	\$20.60	\$21.00
III	Registered Dental Assistant (Entry Level) (NEW)	\$21.36	\$22.11	\$22.46	\$22.81	\$23.16	\$23.56	\$23.96	\$24.36
IV	Registered Dental Assistant I	\$23.85	\$24.69	\$25.04	\$25.39	\$25.74	\$26.14	\$26.54	\$26.94
V	Registered Dental Assistant II	\$26.21	\$27.13	\$27.48	\$27.83	\$28.18	\$28.58	\$28.98	\$29.38
I	Registration Clerk I	\$14.71	\$15.23	\$15.58	\$15.93	\$16.28	\$16.68	\$17.08	\$17.48
II	Registration Clerk II	\$15.83	\$16.39	\$16.74	\$17.09	\$17.44	\$17.84	\$18.24	\$18.64
VII	Registered Nurse Staff	\$36.18	\$37.45	\$37.80	\$38.15	\$38.50	\$38.90	\$39.30	\$39.70
III	Secretary	\$19.23	\$19.91	\$20.26	\$20.61	\$20.96	\$21.36	\$21.76	\$22.16
II	Sterile Processing Technician (NEW)	\$18.67	\$19.33	\$19.68	\$20.03	\$20.38	\$20.78	\$21.18	\$21.58
I	Team Clerk I	\$17.53	\$18.15	\$18.50	\$18.85	\$19.20	\$19.60	\$20.00	\$20.40
II	Team Clerk II	\$18.66	\$19.32	\$19.67	\$20.02	\$20.37	\$20.77	\$21.17	\$21.57
III	Warehouse Clerk I	\$16.98	\$17.58	\$17.93	\$18.28	\$18.63	\$19.03	\$19.43	\$19.83
IV	Warehouse Clerk II	\$20.58	\$21.31	\$21.66	\$22.01	\$22.36	\$22.76	\$23.16	\$23.56
I	X-Ray Technologist	\$26.02	\$26.94	\$27.29	\$27.64	\$27.99	\$28.39	\$28.79	\$29.19

Notes (*): The longevity increase shown here represents a minimum or average rate. Individual increases may vary.

APPENDIX B

RECLASSIFICATION REVIEW

Section 1 — Purpose

The purpose of this procedure is to establish a mechanism for resolving wage rate inequities between and among the jobs and positions covered by this Agreement which may result due to a significant change in job or position content, or the community pattern compensation structure for the classification involved.

Section 2 — New or Re-established Jobs or Classifications

When new jobs and/or classifications are established or formerly existing jobs and/or classifications are re-established, the proper job and/or classification and wage scale shall be determined by the Employer subject to review by the Union.

When necessary, the Employer may establish an interim rate for any new jobs and/or classifications until such time as the job and/or classification can be accurately described and/or classified, subject to the above paragraph.

Section 3 — Classification Review Committee

The Employer and the union agree to jointly establish, upon written notice by either party, committee consisting of not more than four (4) representatives from the Employer and four (4) representatives from the Union for the purpose of reviewing classifications and/or correcting job descriptions, job titles, and wage inequities that are found to occur. It is further agreed that if inequities are found to exist, the committee may make recommendations for their correction to the parties and that the correction of same may be made immediately without reference to the annual reopening date of the Agreement.

It is further agreed that a request for review of jobs and/or classifications may be initiated by the employees affected. Such requests shall be referred to the four (4) Union members of the Classification Committee for their consideration. If the Union Committee members determine that the classification request justifies further study and investigation, the Union Committee will request a meeting with the management committee representatives in writing. The first meeting will take place within fourteen (14) workdays following the Union's first request for such a meeting, and the review of the position affected will be completed within thirty (30) days following the Committee meeting for such purpose.

These time limits can be extended only by consent and approval of the Union and the Employer. If the Classification Committee cannot reach an agreement concerning the review of position, the matter may, within ten (10) days, be appealed to Step Three of the Grievance Procedure only.



I am a Bargaining Unit Member at Northeast Valley Health Corporation. I am in receipt of my Union contract for 2016–2019.

Print Name: _____

Sign Name: _____

Date: _____

Home Phone Number: _____

Cell Phone Number: _____

The Seven Points of Just Cause for Discipline

If the answer to these seven questions is yes, Management has just cause for discipline.

1. **Forewarning** — Did Management give the worker forewarning of possible disciplinary consequences of the worker's conduct?
2. **Reasonable Rule** — Was Management's rule or order reasonably related to the orderly, efficient and safe operation of the organization's business and to the performance that Management might reasonably expect of the worker?
3. **Discovery** — Did Management make an effort to discover whether the worker violated or disobeyed a rule or order before disciplining her or him?
4. **Fair Investigation** — Was Management's investigation conducted fairly and objectively?
5. **Evidence of Guilt** — At the time of investigation, did Management have substantial evidence that the worker was guilty, as charged?
6. **Evenhanded Application** — Has Management applied its rules, orders and penalties, evenhandedly and without discrimination to all workers?
7. **Fair Punishment** — Was the degree to discipline administered by Management reasonably related to the seriousness of the offense and the record of the worker's service to the employer?

Northeast Valley Health Corporation

July 15, 2016, through July 14, 2019



SEIU Local 721

1545 Wilshire Blvd Ste 100

Los Angeles CA 90017-4510

Questions? Call the Member Connection (877) 721-4YOU

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