

Mercy Health — St. Vincent Medical Center

AND

**International Union, United Automobile, Aerospace and Agricultural
Implement Workers of America and its Local 2213**

REGISTERED NURSE UNIT

COLLECTIVE BARGAINING AGREEMENT

DATED: October 1, 2021

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Registered Nurse: Agreement

This Agreement made and entered into, by and between Mercy St. Vincent Medical Center (hereinafter referred to as the "Employer"), and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America and its Local 2213 (hereinafter referred to as the "Union") for employees in the classifications set forth in Attachment A, who are employed at the locations listed in Attachment B.

Article 1: Recognition

The Employer recognizes the Union as the sole collective bargaining agent for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for all employees in the Registered Nurse classifications set forth in Attachment A at the Employer's facilities listed in Attachment B, with the exception of all business office clerical employees, confidential employees, technical employees, service employees, professional employees, physicians, guards, supervisors, employees of any corporation or entity which is not covered by the National Labor Relations Board certification, employees covered by any other collective bargaining agreement, temporary employees and agency employees as defined in this Agreement, or other persons employed by an employer other than the Employer, students/interns or similar persons, and all other employees who are not in classifications listed in Attachment A.

This Section is limited strictly to recognition of the Union as a bargaining agent as required by the provisions of the National Labor Relations Act and shall not be interpreted or expanded in any other manner or for any other purpose.

Article 2: Definitions

Section 2.1 Employee. Employee(s) means a person who is employed by the Employer.

Section 2.2 Employee - Full-time. Except as otherwise provided in this Agreement, an employee(s) who is in a position budgeted for at least thirty-six (36) hours per week shall be classified as a full-time employee. An employee(s) who is in a position budgeted for seventy-two (72) hours in a two-week pay period shall be considered a full-time employee for both weeks.

For operational reasons, the Employer may determine, for purposes of fringe benefit eligibility, to consider a group of employees as full-time even though they are regularly scheduled to work less than thirty-six (36) hours.

Section 2.3 Employee - Part-time. Except as otherwise provided in this Agreement, an employee(s) who is in a position budgeted for at least fifteen (15) hours per week, but less than thirty-six (36) hours per week, shall be classified as a part-time employee(s) unless covered by the second paragraph of Section 2.2. Employee(s) who is in a position budgeted for at least thirty (30) hours, but less than seventy-two (72) hours in a two-week pay period shall be considered a part-time employee for both weeks.

In the event a full-time employee goes on a leave of absence and the Employer determines to fill their position during the leave, the Employer shall determine, prior to such leave commencing, if possible, whether a part-time, supplemental, contingent or per diem employee in the affected classification and unit wishes to fill such full-time employee's position on a temporary basis. The senior part-time, supplemental, contingent or per diem employee in the classification and unit who indicates such interest in response to a unit posting shall be given preference. While the part-time, supplemental, or contingent employee temporarily fills the full-time employee's position, they shall be treated as a full-time employee for eligibility for insured benefits under Article 22, commencing with the first of the month following the month in which such employee makes such election. Such full-time employee benefits shall cease beginning with the first of the month following the month in which such employee no longer fills the temporary full-time position. If a per diem employee fills the temporary position, they shall be paid the wage rate applicable to a full time employee, which is consistent with the length of the per diem employees licensure, and they would be eligible for benefits as per this agreement. For purposes of this paragraph, Clinical Nurse II, III, and IV shall be considered as being in the same classification.

If a part-time, supplemental, contingent or per diem employee in the unit does not accept such position, the Employer may fill such position during the period of the leave of absence in any manner it determines, including offering additional hours in the unit, hiring a temporary person or using agency employees. Nothing in this Section prohibits the Employer from soliciting employees outside of the unit to fill such available hours. This solicitation process, if used, is informal and is not intended to create any obligation for the Employer, including any obligation to select a particular employee(s) if more than one employee responds to such solicitation. The picking up of such additional hours as provided in this paragraph will not result in a change of status.

If the employee on a leave of absence does not return to work within the 120 days provided in Article 11, Section 11.1(l), the job shall be posted under Article 10, Section 2, Breaks in Seniority, Section G) Vacancies, unless otherwise required by law to hold the position for the incumbent.

Section 2.4 Employee – Supplemental. An employee(s) who is in a position budgeted for less than (15) hours per week (.375 FTE status), and is regularly scheduled to work on a shift shall be classified as a supplemental employee. An employee(s) who is in a position budgeted for less than thirty (30) hours in a

two (2) week pay period (.375 FTE status) and is regularly scheduled to work on a shift shall be considered a supplemental employee(s) for both weeks.

Section 2.5 Employee – Contingent. An employee who is scheduled for a minimum of three (3) shifts per six (6) week schedule (.15 FTE status), and is not classified as a supplemental employee or a per diem employee. If a contingent employee does not work during any continuous three (3) month period, he/she will lose seniority and be considered not employed by the Employer. However, for purposes of computing such three (3) months, a contingent employee scheduled to work and precluded from working due to VTO/MTO will be considered as having worked.

Section 2.6 Employee - Per Diem (PRN). An employee who is employed on a day-by-day basis and added to the schedule as needed (.03 FTE status). Except as provided in Attachment L a per diem employee is not eligible for fringe benefits or premium pay provided under this Agreement. A per diem employee will be paid a fixed rate negotiated with the Union. A per diem is not guaranteed any hours or work. If a per diem employee does not work during any continuous six (6) month period, he/she will lose seniority and be considered not employed by the Employer. However, for purposes of computing such six (6) months, a per diem employee scheduled to work and precluded from working due to VTO/VTU/MTO/MTU will be considered as having worked. Except as modified by this Section, per diems are covered by this Agreement.

Section 2.7 Employee - Temporary. An employee(s) employed to fill a specific vacancy for a limited, defined period of time up to one-hundred twenty (120) calendar days. The Employer shall provide the bargaining unit Chairperson with an electronic list of Temporary Employees on a monthly basis. The period of one hundred twenty (120) calendar days may be extended by written agreement between the Employer and the bargaining unit Chairperson.

Section 2.8 Employee - Agency. An employee(s) employed by an employer other than the Employer and leased to the Employer. The Employer shall provide the bargaining unit Chairperson with an electronic list of agency employees on a monthly basis.

Section 2.9 Employee - Weekend Staffing. An employee scheduled to work a defined number of weekends per year or scheduled to work a number of weekend hours per week. Applicable terms and conditions for weekend staffing employees are set forth in Attachment L. Weekend staffing employees will be paid a fixed rate negotiated with the Union. Except as provided in Attachment L, weekend staffing employees are covered by this Agreement.

Section 2.10 Employer. Employer means Mercy Health – St. Vincent Medical Center, a wholly owned subsidiary of Mercy Health.

Section 2.11 Administrative Director. Administrative Director is a person in charge of a department or several departments of the Employer.

Section 2.12 Manager/Supervisor. A Manager/ Supervisor is a person responsible for directing, including scheduling and transferring, the work of the employees, and who has disciplinary authority.

Section 2.13 Facility. Facility is the place where the employee is employed.

Section 2.14 Leave of Absence. A leave of absence is the period of an authorized leave from work from the Employer for a period of more than three (3) consecutive days and is granted consistent with Article 12. Periods of three (3) consecutive days or less will be covered under the Attendance Control Policy.

Section 2.15 Status. Status means an employee's condition of employment as full-time, part-time, supplemental, contingent, or per diem.

Section 2.16 Days. For purposes of the Grievance Procedure, the word "days" means calendar days, excluding Saturdays, Sundays, and holidays recognized under this Agreement. For all other purposes, "days" means calendar days.

Section 2.17 Designee. Designee means a person who has authority to act in place of a person designated in this Agreement to perform any function.

Section 2.18 Effective Date of Agreement. Unless otherwise specified in this Agreement, or by mutual agreement of the parties as to the implementation of specific provisions of this Agreement, the effective date of this Agreement is the day following ratification of this Agreement by the Union.

Article 3: Union – Security

Section 3.1 Union Memberships – Future Employees. Employees who transfer into the bargaining unit or who are hired into it shall become members of the Union upon completion of their probationary period consistent with the applicable provisions of the law. Union dues shall not be deducted from the employee's pay until the pay period following the pay period in which the employee completes their probationary period.

Section 3.2 Satisfaction of Membership Requirement. Under Section 3.1, an employee shall satisfy the requirement of membership by tendering to the Union the uniform initiation fee and the financial core membership dues as permitted by law.

Section 3.3 Termination for Failure to Tender Dues. Any employee to whom membership in the Union is denied or whose membership is terminated by the Union by reason of his failure to tender such initiation fee and membership dues shall not be retained in the bargaining unit. No employee shall be terminated under this Section however, unless the Union has first notified such employee by letter addressed to their last known address of their delinquency and warning them that unless such fees and dues are tendered within seven (7) days they will be reported to the Employer for termination of employment as provided herein. The Union will furnish a copy of such letter to the Employer's Chief Human Resources Officer or designee on the same date that it mails the letter to the employee.

If the Union notifies the Employer's Chief Human Resources Officer or designee that an employee has failed to tender his/her delinquency within such seven (7) days and is subject to termination, the Employer within thirty (30) days of receiving such notice, will terminate the delinquent employee, provided the Union has advised the employee of all of his/her legal rights.

Article 4: Check-Off

Section 4.1 Union Dues Check-Off. The Employer agrees to deduct dues of employees subject to the Union security provisions of this Agreement, to the extent that such employees have executed the Union's assignment, authorization and direction.

Dues shall be deducted commencing with the pay period following the pay period in which the employee completes their 31st day of employment. Such dues shall be deducted from every pay check issued, provided the employee has sufficient net earnings to cover such deductions, and remitted to the Union not later than ten (10) days after each pay day in which they are deducted. The amount of such deductions together with an alphabetical list of those for whom deductions have been made and a list from whom deductions were made in the past but are not being made in the current pay shall be remitted to the Financial Secretary of Local 2213 of the Union within ten days of the last pay day in the month. In cases where a deduction is not in conformity with the provisions of the Union's Constitution or By-Laws, or such deduction has already been remitted to the Union, refunds will be made by the Union.

Section 4.2 Employer Held Harmless. The Union agrees to hold the Employer harmless, including any costs for attorney fees, as a result of the Employer deducting dues for the Union as provided in this Article.

Section 4.3 V-Cap Deduction. The Employer agrees to deduct from the pay of members of the Union who authorize such deductions by completing an Authorization and Check-Off Contribution to the UAW V-CAP form. Deductions shall be made only in accordance with the provisions and in the amounts designated on the V-CAP forms. A properly executed V-CAP form delivered to and on file with the Employer shall be a prerequisite and precondition to the deduction of such monies.

The deductions shall be deducted from every paycheck issued in each calendar month, provided there are sufficient funds, and an electronic report indicating the amount deducted, will be forwarded to the UAW V-CAP on a monthly basis, together with a list of names of the Union members within the bargaining unit covered by this Agreement for whom deductions have been made. The Employer further agrees to furnish UAW V-CAP with a yearly report of each Union member's deductions.

The Union shall protect and hold the Employer harmless from any and all claims, demands, suits and other forms of liability by reason of actions taken by the Employer to comply with this Article.

Article 5: Management Rights

Section 5.1 Management Rights. The Union recognizes and agrees that the Employer retains sole and exclusive responsibility for the management, control and operation of the business and complete authority to exercise those rights and powers incidental thereto, including by way of general example and not by limitation, exclusive right and authority to determine the number and location of its buildings, facilities, and services, and to determine whether to open or close facilities, branches, clinics, or any other type of facility, merge with hospitals, hospital systems, and the number, type and kind of services to be rendered by the Employer; to determine all methods of marketing, advertising, promoting and rendering its services, including the prices to be charged therefore, and the exclusive right to approve all contracts for any of its services; to make all financial decisions, including the accounting, bookkeeping and other record keeping methods and procedures, to determine the organizational and business entity structure of the Employer; to determine whether to transfer, lease, sell, merge, or discontinue the entire business operation or any part thereof; to determine the methods of providing services, schedules of employees, to determine whether to purchase any materials or goods or services from other persons; to subcontract work; the right to determine the number of employees to be hired, employed and working, and the selection, promotion or transfer of employees to supervisory, managerial, or other positions outside the bargaining unit; the right to establish the starting and quitting time, the number of hours to be worked, and the business hours of all of its facilities; the right to establish and maintain and enforce reasonable work rules and regulations; to determine the allocation and assignment of work to employees, it being understood and agreed by the Employer and the Union that the general nature of the Employer's operations requires employees to be employed interchangeably in various positions, and that any employee may be assigned duties in other areas of work as needed. The above rights of management are not all inclusive, but only indicative of the type of matters or rights which belong to and are inherent to the Employer.

Section 5.2 Management Rights Retained. Additionally, it is understood and agreed that all rights, powers and authority of the Employer are retained by the Employer, except those specifically abridged or modified by the Agreement and any supplementary agreements that may hereafter be made.

Section 5.3 Management Rights Re: Work Force. In addition to the foregoing exclusive responsibilities of management, it is further recognized that the Employer has the responsibility for the selection and direction of the working forces, including the right to hire, to discipline, to maintain discipline and order, suspend or discharge for just cause, to promote or permanently transfer, to relieve employees from duty because of lack of work, or for other reasons determined by the Employer, subject only to specific terms of this Agreement and to the grievance procedure. All discipline will be issued in a reasonable amount of time of the alleged infraction. The parties further agree that discipline should be issued no later than fourteen (14) business days from the date of the incident or the date on which the Employer learns of the incident unless mitigating circumstances exist, including agency investigations, lack of availability of witnesses, lack of availability of information, intervening holiday, or other similar circumstances (Unless covered by HR 510).

Section 5.4(a) Subcontracting -- Prior to Ratification or Agency Persons. Subject to sub Sections (b) and (c), bargaining unit work being performed by bargaining unit employees on the effective date of this Agreement will generally be performed by members of the bargaining unit. This Section does not apply to any work subcontracted before the date of the Union's ratification of this Agreement, or the use of agency persons consistent with the terms of this Agreement.

Section 5.4(b) Subcontracting – Duration of Less Than One Month or During Emergency. The Employer may subcontract any work which is less than one (1) month's duration or results from an emergency. However, with respect to subcontracting of less than one (1) month and subcontracting due to an emergency,

if possible, the Employer will notify the Union's Chairperson of the bargaining unit of the subcontracting and the reasons and length prior to the commencement of the subcontracting.

For purposes of this Section, "emergency" shall mean those situations which occur as a result of unforeseen circumstances and require the commencement of the subcontracting within a time frame which precludes the Employer from giving the advance notices and meeting with the Union as provided in this Article.

Section 5.4(c) Subcontracting – Future Work in General. The Employer may also subcontract bargaining unit work whenever such subcontracting does not result in the actual layoff from work, or the actual reduction of straight time hours of bargaining unit employees. In addition, the Employer may subcontract bargaining unit work which may result in such layoff or reduction of hours provided: (1) it has given the Union notice at least thirty (30) days in advance of the effective date of such subcontracting, and, (2) at the Union's request, negotiate with the Union about alternatives to such subcontracting. In addition, the Employer agrees that it will not subcontract work to discriminate against the Union or employees covered by this Agreement because of their Union affiliation, and will not subcontract work if it has available equipment and employees with the required expertise, and, on an economic basis, and/or efficiency basis the performance of such work by employees will be as economically advantageous as performing the work on a subcontract basis.

Section 5.5 Lease of Facilities. The Union recognizes that the Employer may lease a part of its facility to a third party which is not legally related to the Employer, and which employs its own employees, and establishes its own terms and conditions of employment for those employees.

Nothing contained in this Agreement prohibits such lease and the Employer and Union recognize that this Agreement shall not be binding on such lessee. This provision is not applicable to the Employer subcontracting its own work or services to a contractor. Subcontracting is covered by Article 5, Section 5.4.

Section 5.6(a) Job Redesign/Merger of Jobs. The Employer and the Union recognize that the ultimate responsibility of determining job content and job responsibilities rest with the Employer. To the extent that, in determining such job content and responsibilities, the Employer determines to redesign the essential job content and responsibilities of a job or to merge job classifications, it will notify the Chairperson of the bargaining unit of its intent, as provided in Section 5.9.

In redesigning job content and responsibilities, the Employer subscribes to the principle, as provided in Section 5.9, that seeking employee input is valuable, provided that nothing in subscribing to this principle in any way erodes the Employer's responsibility of making the final determination, nor requires employee input if circumstances make seeking such input impractical for morale, technical, or strategic reasons.

When the Hospital updates/modifies bargaining unit job titles without substantive changes to the duties, the Hospital will notify the Chairperson of the title change and document, which may be electronically.

Section 5.6(b) Job Elimination Due to Redesign or Merger. In the event an employee's job is eliminated as a result of a job redesign or merger and they are permanently laid off from their classification, they shall exercise their seniority as provided under Article 10 to bid for open or posted jobs, or under Article 10 (Permanent Layoff Process) to displace another employee. In either event, the employee exercising their seniority shall receive a trial period as if he had bid for a vacancy under Article 10.

When the Hospital updates/modifies the names of its departments where bargaining unit employees work, the Hospital will notify the Chairperson and document, which may be electronically.

Section 5.7 Job Redesign/Merger/New Job Classification – Pay Rate. In the event the Employer determines to establish a new classification or to redesign a classification by materially changing the essential job responsibilities or qualifications of that classification, or to merge classifications, the Chairperson of the bargaining unit will be notified at least twenty-one (21) days in advance of the effective date of such classification, redesign or merger, and the Employer will negotiate with the Union concerning the applicable rate of pay. In the event the Employer and the Union are unable to reach agreement on such wage rate within such twenty-one (21) days, the Employer may implement the classification and wage rate, subject to the Union grieving such wage rate. Such grievance shall proceed directly to Step Four of the Grievance Procedure. In reviewing such wage rate, the arbitrator must base their determination on the comparative relationship between the qualifications and responsibilities for the new job or redesigned or merged job classification and existing job classifications in the bargaining unit, and may select only the last offer of the Employer or the Union.

Section 5.8 Relocation of Service/Unit/Operation. In the event a service or unit or operation or sub-division thereof is physically transferred from the Employer to a related entity within a radius of thirty miles of the Employer's main campus on Cherry Street of Toledo, Ohio, the Employer will notify the Union thirty (30) days in advance of the effective date of such transfer and review with the Union the reasons for such transfer. The Employer agrees that such transfer will be for sound and compelling business reasons, and will not be for discriminating against the Union or the employees covered by this Agreement because of their representation by the Union.

For purposes of this Section, a related entity is defined as St. Charles Mercy Hospital, St. Anne Mercy Hospital, Mercy College of Northwest Ohio, or other similar entities or corporations formed after the ratification date of this Agreement, in which the Employer is a partial owner of the entity and involved in the management of the operation.

Employees affected by the decision will be offered the following options: (a) to transfer to the other entity, provided there are available jobs; or (b) to exercise their seniority as provided in this Agreement.

If an employee accepts a transfer to another entity related to the Employer, the employee shall not suffer any reduction in their wage rate; if, after the transfer, a staffing reduction occurs at the other entity which affects such employee, the employee's continuous service with the Employer and the other entity will be recognized.

Although an employee accepting transfer to a related entity will not be covered by this Agreement, an employee electing a transfer will retain seniority within the bargaining unit which was accrued as of the date of transfer. As a result, such an employee may elect to use their seniority to bid for open positions in the bargaining unit, or to exercise their seniority within the bargaining unit, if laid off as a result of a reduction in force at the related entity to which they were transferred.

Section 5.9 Job Security Committee. The Union is committed to the success of Mercy St. Vincent Medical Center and recognizes that the job security of its employees depends upon Employer's success in providing quality patient service in a cost effective manner.

Therefore, consistent with Section 5.6(a), prior to making a final determination regarding the redesign of a classification's essential content and responsibilities, or the merger of classifications or unit, or the transfer of essential job responsibilities from one classification or bargaining unit to another classification or bargaining unit ("change") the Employer will give the Union Chairperson(s) 30 days' notice prior to the implementation of such proposed change if the change will result in the layoff of employees, or reduction of straight time hours, or have a major adverse impact on employees in the classification(s), such as requiring all employees in the classification(s) in the applicable unit to re-bid jobs.

The Union Chairperson(s) and the Chief Human Resources Officer will convene the Job Security Committee, consisting of the Union Chairpersons and the remainder of the Bargaining Committee members representing the affected bargaining units, and one representative of the Union's choosing from each of the affected units and up to an equal number of Employer representatives.

The Committee will meet within ten (10) days after the notice is given to discuss alternatives or modifications, and identify any possible negative financial impact to employees.

While the ultimate goal of the Committee is to seek mutual endorsement of any change and to encourage to the fullest degree friendly and cooperative relations between the respective representative at all levels, nothing in stating that goal in any way erodes the Employer's right to make the final decision(s) as provided in Section 5.1 and 5.6 of this Agreement.

Every six to twelve (6-12) months, and ongoing, following a change as provided above, mutually agreed upon quality assessment evaluations of the determination will be conducted by this Committee.

Section 5.10 Work Rules Changes. Regarding the Employer's right to change its work rules, the Employer shall give the Union at least sixty (60) days' notice of any changes in such rules, and during such sixty (60) day period, at the Union's request, meet and review with the Union, the change(s), and the reasons for such changes(s).

Within seven (7) days after its implementation, the Union may grieve at Step Three of the Grievance Procedure, the appropriateness and reasonableness of such rule changes and whether it meets the just cause standard for discipline, provided in Article 5, Section 5.3.

For purposes of this section, "change" means additions, deletions from, or modifications of any rule.

Section 5.11 Negotiations – Waiver of Right to Bargain. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union for the life of this Agreement each voluntarily and unqualifiedly waives the right, and agrees that the other shall not be obliged, to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this Agreement.

Section 5.12 Entirety of Agreement. Subject to the Management Rights provisions of this Agreement, the Employer and the Union agree that this Agreement sets forth the entire Agreement between the parties as to terms and conditions governing employment of employees in the bargaining unit.

Article 6: Grievance Procedure

Section 6.1 Grievance Defined and Grievance Steps. A grievance is defined as a dispute with respect to an alleged violation or with respect to the interpretation of this Agreement, and shall include any and all disciplinary actions taken by the Employer under HR 500 and HR 510, provided that, "Employee Conferences" or "Coachings" shall not be deemed disciplinary actions taken by the Employer. Therefore, such action will not be considered a "grievance" and, therefore, excluded from application of the procedure set forth in this Article. Employee conference/coaching forms will only be used, considered or raised by the Union or the Employer in any phase of the grievance process under the following circumstances: (i) when the conduct at issue is related to the conduct that was the subject of a prior conference/coaching session; or (ii) to rebut a claim by an employee of a good work record.

To be considered a grievance, such dispute has to be processed in the following manner:

Step One: When an employee(s) has a grievance, the employee shall first notify his/her Manager/Supervisor, or designee, and discuss the grievance with them; at the employee's request, the employee may have the Steward assigned to process grievances for their area present. Such discussion must take place within ten (10) days after the incident, which gave rise to the grievance, initially occurred. Such discussion must take place in order for the grievance to proceed to Step Two, except as otherwise provided in the Article.

Step Two: If the grievance is not satisfactorily settled at Step One, the employee(s) may so inform the steward assigned to process grievances for their area, who shall, if they believe the grievance should be processed, discuss the grievance and shall reduce the grievance to writing within ten (10) days after the discussion at Step One on a standard form, and signed or acknowledged by the employee(s) involved, and presented to the Administrative Director or Manager/Supervisor of the employee's unit and to the Human Resources Director or designee. The grievance must specify the facts upon which the grievance is based on; cite the section(s) alleged to have been violated; the date on which the Step One discussion occurred; the Manager/Supervisor involved in the Step One discussion; and the resolution requested. The preferred method of submitting the grievance is in person or by email. Facsimile may be used when necessary. Such Administrative Director or Manager/Supervisor, or their designee, shall within ten (10) days after receipt of the grievance, state their disposition of the grievance in writing on the grievance form, sign their name thereto, and give it to the Union's Chairperson of the Bargaining Committee.

Any grievance initiated as a class action grievance by the Union or any grievance challenging the discharge of an employee shall be initiated at Step Three using a Step Two form directly to the Human Resources Director, or designee, within ten (10) days after the event(s).

Step Three: If the Administrative Director's or Manager's/Supervisor's, or their designee's, answer is not agreeable, the Union may appeal the grievance to the Employer's Human Resources Director, or designee, by giving them written notice of such appeal within ten (10) days after the answer at Step Two is received by the Union's Chairperson of the Bargaining Committee. The Employer's Human Resources Director, or designee, and Bargaining Unit Chairperson mutually schedule a Step Three meeting date and time to hear the grievance within fifteen (15) days after the appeal is received by the Human Resources Director. During this fifteen (15) day period, the union and the grievant will be notified of the date and time of the Step Three meeting. Those permitted to attend will include the Administrative Director or Manager/Supervisor for the unit in which the employee works, and up to two other Employer representatives, and the Union's Chairperson of the Bargaining Committee or designee, and the Grievant. The Union may request that the steward attend, so long as the Union makes this request at the time that the Union submits the grievance to Step Three. The steward will be compensated in accordance with Section 6.10. On a case by case basis,

either side may request that additional relevant individuals be present. Such requests must be made in advance and will be mutually decided. If the Grievant is unavailable to meet at the time the Step Three meeting is scheduled, the Union shall present the grievance on behalf of the grievant. The Union will have the opportunity on the agreed upon date and within the agreed upon time to present the grievances. The Employer's Human Resources Director, or designee, shall give their answer to the Union's Chairperson of the Bargaining Committee within ten (10) days after such meeting.

Step Four: If the grievance is not resolved at Step Three, then the UAW International Servicing Representative may, if done within thirty (30) days after the Employer's Step Three answer, appeal the grievance to arbitration by notifying the Employer, or by mutual agreement with the Employer, to mediation.

At the time of notification to the Employer of the appeal to arbitration, the Union shall request a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS) from the Midwest Region. The arbitrator for the grievance shall be selected by the parties within fourteen (14) days of receipt of the panel by each party alternating striking arbitrators from the list until only one remains. That arbitrator shall hear the case. The parties shall rotate who strikes first. The parties will share equally any fees associated with obtaining the panel from FMCS. Once the arbitrator is selected, within seven (7) days of the selection of the arbitrator, the Union shall contact the arbitrator, copying MRMC's designated HR person, and notify the arbitrator of his/her appointment. The arbitration shall occur on a mutually agreed upon date between the parties and the arbitrator.

Each party may reject a panel from FMCS in a case appealed to arbitration one time. The rejecting party must pay for the new panel.

If the parties mutually agree to mediation, the parties will either agree upon a mediator or will request the assistance of a mediator through the Federal Mediation and Conciliation Services (FMCS). If the mediation does not result in a mutually agreeable resolution of the grievance, then within thirty (30) days following the mediation, the Union may appeal the grievance to arbitration as set forth below. The parties agree that they will use their best efforts to present multiple grievances to a mediator in the event of mediation. The parties agree they will make every effort to provide each other with any and all reasonable and relevant information which will facilitate the resolution of outstanding grievances in a mediation. Any discussions held in the course of the grievance mediation process shall be considered "off the record" and shall be inadmissible in any subsequent arbitration hearing, NLRB Proceeding, or judicial proceeding. The function of the mediator is to provide the parties with skilled advice to bring about a resolution of the grievances submitted and/or as to what is likely to happen in an arbitration hearing in order to make settlement of the grievances more likely.

The failure of the Union to timely appeal a case following unsuccessful mediation shall be considered a withdrawal of the grievance.

The arbitrator selected must be available to hear the grievance within ninety (90) days of his selection. If the arbitrator is unavailable to hear the grievance within ninety (90) days of his selection, then either party may request a new panel with the cost to be shared equally, or the parties may mutually agree to extend the 90-day period.

Grievances shall be arbitrated separately, unless otherwise agreed by the Employer and the Union, or if the issue was originally filed as a joint grievance amongst the bargaining units. Such agreement shall be in writing signed by both parties.

There shall be no ex parte communications with the arbitrator by either party regarding the grievance at hand. All communications with the arbitrator, except for the filing of post-hearing briefs which are subject to exchange by the arbitrator, shall include the other party at the time of the communication.

Arbitrations shall be held at a mutually convenient site selected by the Employer and the Union.

The Arbitrator's jurisdiction shall be limited to an employee's grievance arising out of the interpretation or application of this Agreement, including any written amendments or supplements hereto, provided, regarding any retirement plan or other deferred compensation plan, or insured benefit plan, whether self-insured or otherwise, the arbitrator shall have jurisdiction only to interpret the terms negotiated and set forth in this Agreement regarding such plans, but shall not have any jurisdiction to interpret or apply any of the terms or administration of such plan. The arbitrator shall not have jurisdiction to add to, subtract from, or modify any of the terms of this Agreement, or amendments or supplements hereto, or to specify the terms of a new agreement, or to substitute his discretion for that of the Employer or the Union, or to exercise any of their functions or responsibilities. If the grievance concerns matters not within the arbitrator's jurisdiction, it shall be returned to the Employer and Union without decision. The arbitrator shall have no authority to dictate who serves as the party's respective representatives.

Section 6.2 Arbitrator's Decision. The arbitrator's decision shall be final and binding on the Employer and the Union and the employees.

Section 6.3 Arbitrator's Fee. The loser on the merits of the grievance shall pay the arbitrator's fee.

Section 6.4 Arbitration – Court Reporter. If either the Employer or the Union requests a court reporter or similar service for arbitration, the requesting party shall pay such service's fee. The fee for any transcript shall be paid by the party ordering the transcript, or be split if both the Employer and the Union order a transcript. The party requesting the court reporter or similar service for an arbitration shall also be responsible for the cost of a copy of the transcript for the arbitrator, if the arbitrator requests a copy.

Section 6.5 Notice of Grievance Representatives. On the date this Agreement is signed, and immediately thereafter upon effectuating any changes, the Employer and the Union shall provide each other the names of their respective representatives who shall act as their representatives at the various steps of the Grievance Procedure.

Section 6.6 Retroactive Claims/Back Wages. The retroactive effect of any claim filed under the Grievance Procedure shall be limited to the five (5) day period prior to the date of the oral presentation of the grievance at Step One of the Grievance Procedure. No claim for back wages shall exceed the amount of wages the employee would otherwise have earned, less any unemployment or other compensation they may have received from any source of employment during the period in question.

Section 6.7 Binding/Non-Binding Nature of Agreements in Grievance Procedure. An agreement between the Employer and the Union reached at Step Three or Four of the Grievance Procedure is binding on the Employer, the Union, and all employees affected and cannot be changed by an individual employee. Agreements reached at Steps One and Two shall be binding only for purposes of the specific grievance and shall not be precedence for other grievances or an interpretation of this Agreement.

Section 6.8 Grievance Withdrawal. Grievances processed to arbitration may be withdrawn only on written agreement of the Employer and the Union.

Section 6.9 Grievance Time Limits. Time limits specified in the Grievance Procedure are of the essence. If the Union or employee fails to act within the time limits set forth in Steps Two, Three, Four, or

Five of the Grievance Procedure, including notification of the arbitrator, the grievance will be deemed to be withdrawn, and in those cases where the Employer has given an answer, its last answer will be final. If the Employer fails to meet the time limits set forth at Steps Two, Three, or Four, then the grievance shall be deemed to automatically advance to the next step of the grievance procedure. Any time limits provided in this Article may be extended in a written agreement between the Employer and the Union.

Section 6.10 Time During Grievance Process. When an employee or Union representative participates in Steps One through Four of this Grievance Procedure, they shall be granted time off the job and shall not suffer any reduction in their straight time pay or benefits.

If a Union representative authorized to attend the Step Three or Four meeting under this Grievance Procedure is not working at the time that the Step Three or Four meeting is held, he/she shall be paid at straight time pay or have a reduction of his/her work hours within the work week. If he/she works on the day of such Step Three or Four meeting, but at a time different than the time during which the Step Three meeting occurs, he/she shall be paid straight time pay for attendance at such meeting or have a reduction of his/her work hours within the work week.

Additionally, the Chairperson of the Bargaining Committee shall not suffer any reduction in their straight time pay or benefits for attendance at an arbitration proceeding under Step Five. The Employer agrees to arrange for unpaid time off, without reduction of benefits, for any other Union representative or witness necessary for the Union's presentation at the arbitration, provided the Union advises the Employer of the names of such persons at least seven (7) days in advance of the arbitration hearing.

Upon request, the Employer also agrees to arrange for unpaid time off, without reduction of benefits, for the Grievant to attend an arbitration regarding their grievance.

Section 6.11 Reinstatement of Grievance. The parties agree that grievance settlements between them are final and binding. The Union may, however, reinstate the grievance based on the results of International's internal grievance review process. The grievance will be reinstated at the same level at which it was originally withdrawn. No grievance can be reinstated more than 2 years after it was originally withdrawn. The Hospital shall not be liable for any back pay, damages, or precedent for the period between the original withdrawal of and the reinstatement of the grievance.

Article 7: No Strike/No Lockout

Section 7.1 No Strike/No Work Stoppage/No Picketing. Under no circumstances will the Union, any of its officers, or employees, cause, authorize, or condone, nor will any member of the bargaining unit cause, authorize, condone, or take part in any picketing on the premises or adjacent thereto, strike, sympathy strike, sit-down, stay-in, or slowdown in any building or property of the Employer or any curtailment of work or restriction of work or interference with the operations of the Employer during the term of this Agreement.

Section 7.2 Employer Not Required to Negotiate During Violation of Section 7.1. In the event of any of the activity described in Section 7.1, the Employer shall not be required to negotiate on the merits of the dispute which gave rise to the stoppage or curtailment until such has ceased.

Section 7.3 Notice to Employees re: Violation of Section 7.1. In the event of any activity described in Section 7.1, the Union's Regional Director shall immediately, upon notice of such activity, instruct the involved employees in writing that their conduct is in violation of the contract, that they may be discharged, and instruct all such persons to immediately cease such conduct.

Section 7.4 Grievance Over Section 7.1 Prohibited Activity. In the event an individual employee or group of employees engages in any of the prohibited activities set forth in Section 7.1 above, the Employer shall have the right, at its discretion, to discipline or discharge such employee or group of employees. However, it is understood and agreed that if there is a dispute as to whether an employee has engaged in the prohibited activities set forth in Section 7.1, the employee or employees may process a grievance limited to the issue of whether they engaged in the prohibited activity, starting at the Third Step of the Grievance Procedure, provided a written grievance is filed with the Employer within the time limit provided at Step One of the Grievance Procedure.

Section 7.5 No Lockout. The Employer agrees that it will not lockout any employee during the term of this Agreement. However, if any employee is unable to work because equipment or facilities are not available due to a strike, work stoppage, slowdown or other interference by employees of another employer, such inability to work shall not be declared a lockout, or a slowdown, or stoppage of work by the employees represented by the Union.

Article 8: Meetings

Section 8.1 Labor Management Meetings. The Employer will meet monthly with the Chairperson for the purpose of discussing items of concern. This meeting shall not be used as grievance meetings under Article 6 of this Agreement. Such meetings shall not last longer than two (2) hours. The Employer will provide its agenda to the Union ten (10) days in advance of the meeting, if it has any items. The Union shall prepare the final agenda five (5) days in advance of such meeting and provide the agenda to the Employer's Human Resources Director, or designee. The meeting shall be limited to the items on the agenda. The parties may, however, mutually agree to add items to the agenda. The meeting shall occur as mutually agreed by the parties in terms of date and time.

The parties agree to review each month during the labor management meeting situations where there are potential issues involving interpersonal conflict involving union-represented employees. The Chairperson may submit situations for reviews. At the Chairperson's discretion a steward or bargaining committee person may be invited to discuss this issue on the agenda.

Section 8.2 Operational Improvement Meetings. The Employer recognizes that under Joint Commission Accreditation Standards, it has the responsibility for providing an adequate number of qualified employees to provide patient care, and to evaluate improvements for the quality of its services. Under these Standards, the assigned Director of the unit is to recommend to the Employer's Administration the number of qualified employees to meet this Standard and methods for improvement of services. These functions will be carried out consistent with the Employer's Management Rights as provided in this Agreement. The Employer will meet with the Chairperson of the Bargaining Committee, and three other members of the bargaining unit as needed and as mutually agreed to by the parties. An employee attending the meeting under this provision will be paid for attendance at said meetings. Grievances subject to the grievance procedure are not subjects for discussion in this meeting.

The Chief Nursing Officer or designee will attend such meeting. The Employer may invite up to three other attendees. While the Employer and the Union can agree to have additional persons attend such meetings, they agree that such agreement will be sought only for extraordinary circumstances. If the Employer and the Union agree to have additional attendees the employee attending the meeting under this provision will not suffer any loss of straight time compensation or benefits as a result of attendance at such meeting.

A schedule for such meetings will be set as needed and will take place within fourteen (14) days of the parties' agreement to meet. An agenda for the operational meeting will be prepared by the Employer and the Union exchanging the items that are the subject of the meeting for the agenda at least ten (10) days in advance. The meeting shall be limited to the items on the agenda for that meeting.

Within ten (10) working days following the meeting, the Employer will prepare and distribute to the Union, a summary of the agenda items discussed, and any agreements reached on the agenda items. If the Union has any questions/concerns regarding the summary, the Chairperson of the Bargaining Committee, or designee, shall notify the Human Resources Director within ten (10) days of the receipt of such summary. The Parties agree to jointly communicate the resolution and/or action plan to the appropriate employees either through electronic communications and/or posting within the department. The Parties will agree to review outcomes as agreed upon in the resolution and/or action plan and if desired outcomes are not achieved, the Parties agree to reconvene and explore additional options.

In lieu of "safe staffing request forms," employees and managers shall enter staffing concerns into the electronic safety reporting system (ESRS), i.e. SafeCare. Upon the request of a bargaining unit employee,

the union chair/or designee shall be able to enter data into this system. Additionally, the Union may provide any “safe staffing request forms” that it receives to the designee of the Chief Nursing Officer for entry into the SafeCare system. Each reported incident shall have a tracking number. The Union may request a status update of an incident affecting a bargaining unit member. The Employer will investigate patient care-related SafeCare reports within a reasonable period of time follow up with the reporting employee, if such employee did not report anonymously.

Section 8.3 Nursing Care Committee. In accordance with Ohio Revised Code §§ 3727.50-.57, the nursing Union leadership has the right to participate on the Nursing Care Committee and to attend its quarterly meetings. The Bargaining Unit Chairperson shall have the right to place items pertaining to staffing on the Committee’s agenda at least seven (7) days in advance of such meeting, and shall be permitted to present issues for discussion pertaining to those agenda items. The Employer commits that its basic staffing guidelines will be available for review in the Employer’s Central Staffing Office.

Also, the nursing Union leadership shall be permitted to submit names of registered nurses, who provide direct patient care, to serve on the Committee. The Employer and the Union will jointly agree on the direct patient care nurses to serve on this committee. Fifty percent (50%) of the Nursing Care Committee shall be made up patient direct care nurses. The parties commit to exploring opportunities to maximize participation in the Nursing Care Committee. The Employer will make every effort to schedule the quarterly meetings at a convenient time for the Nursing Care Committee. Initially, the parties agree that the start time for each quarterly meeting will be different and that the Employer will provide email invitations and reminders to members of the Nursing Care Committee.

While the parties will endeavor to have an equal number of participants in the quarterly meetings, if either party has less participants than the other party, the meeting shall proceed. The parties further understand and acknowledge that as a result of the nature of the operations, individuals will, by necessity, come and leave the meeting while it is occurring. The direct patient care nurses attending the meetings under this provision will not suffer any loss of straight time compensation or benefits as a result of attendance at such meetings. The Employer will provide the agenda for the Committee meeting to the bargaining unit Chairperson at least forty-eight (48) hours in advance of the scheduled meeting time.

The Nursing Care Committee shall discuss the following components:

The Nursing Care Charter

The State of Ohio minimum staffing plan, including a discussion about how the minimums relate to the theory of patient/staff ratios.

Annual Nurse Staffing Survey

Nurse Sensitive Indicators

Workload Review and Recommendations

Review overtime, on call, called in, freeze, and safe staffing premium utilization data

The discussion components in paragraph 1. – 6. above are neither part of nor incorporated by reference into this Agreement and are not issues that can be grieved or arbitrated under this Agreement or are otherwise a basis of any legal action.

Section 8.4 Adequate Staffing. The Employer and the Union recognize the importance of adequate staffing. The parties agree to have reasonable and achievable staffing targets, including identifying measurement tools of same, by unit/department. The Employer will provide the Union with the unit/department staffing grids and any measurement tools upon request, and such grids or measurement tools shall be posted on unit/department bulletin boards available to the nurses. Any changes to the

unit/department grids will be discussed at the Nursing Care Committee for review, discussion, and recommendation.

Section 8.5 Short Staffing Situation. If a nurse believes that their unit or department is not staffed appropriately prior to the beginning of the next shift, to the extent possible, based upon the staffing levels set forth in the department's matrix/grid, the employee will promptly inform the Manager or Supervisor verbally, and identify the problem and propose a solution. The nurse may have a Bargaining Unit Steward, or the Union's Chairperson or Vice-Chairperson, present pursuant to Article 9, Section 9.3 of this Agreement when the nurse notifies the Manager or Supervisor.

The manager will investigate the matter and correct any existing staffing shortage. If there is no resolution, then Chief Nursing Officer will be notified and will determine if appropriate staffing exists. In the event a staffing shortage exists that cannot be covered through other means nurses accepting the assignment to remedy the staffing shortage shall be paid one and one-half times their base rate plus nine dollars (\$9.00) per hour for such hours worked. For called in and nurses staying over from a scheduled shift or coming in prior to a scheduled shift working in an overtime capacity, they shall be paid two times their base rate plus nine dollars (\$9.00) per hour for such hours worked. Such a called in nurse will be paid the foregoing premium consistent with Article 20, Section 20.10. Subject to Article 20, Section 20.10, and notwithstanding any other provisions in this Agreement, including the Article 10 VTO/MTO processes, such a called-in and nurses staying over from a scheduled shift or coming in prior to a scheduled shift being paid the foregoing premium shall be the first nurse sent home in the event that census volume fluctuates and the additional staff is no longer needed. The Employer may adjust the foregoing staffing shortage pay upward as necessary. The Employer will notify the Union of such an adjustment as soon as practicable, but preferably within forty-eight (48) hours of the identified need.

Section 8.6 Unit-Based Councils. The Unit Chairperson may participate in the Professional Nursing Council as well as Unit-Based Practice Councils, in their then-current form.

Section 8.7 Continuity of Preceptor. The parties agree that the Hospital will use its best effort to ensure continuity throughout nursing orientation by assigning a single preceptor for general orientation and for shift specific orientation for newly hired nurses. Nurses shall not be assigned to a unit outside of their orientation for six (6) months following completion of orientation.

Article 9: Representation

Section 9.1 Bargaining Committee. Bargaining unit employees shall have the right to be represented by a Bargaining Committee of not more than four (4) members, including the Chairperson of the Bargaining Committee. The Bargaining Committee shall be distributed and selected in any manner determined by the Union.

For purposes of negotiations of labor agreements, the Employer shall negotiate with the Bargaining Committee and representatives of the Union as representatives of the employees. A member of the Bargaining Committee shall also act at those steps of the Grievance Procedure where they are designated to act as a representative of the Union and the employee, In the Grievance Procedure and the Joint Meetings, a member of the Bargaining Committee can respectively negotiate the resolution of grievances and other subject matters of negotiation.

Section 9.2 Union Stewards/Alternate. The Employer shall recognize one (1) Union Steward for each 85 Bargaining Unit employees or major fraction thereof. The Union shall have the right to designate an alternate for each Steward who will represent an employee in the Grievance Procedure in the event the steward is not available. If an alternate acts in place of a Steward, they shall continue the processing of a grievance as provided in the Grievance Procedure.

The Employer and the Union agree that a Steward and an alternate shall be designated to represent employees in processing grievances through the Grievance Procedure in the groups listed in Attachment C. The Employer will make every effort to obtain the Steward designated for the employees in the designated Steward's group. If such Steward cannot be released, the Employer will contact another Steward. If no other Stewards are available, a Bargaining Committee member may be released to represent the employee.

The listed groups can be modified by agreement of the Employer and the Union.

To act as a Steward or alternate, the employee must have one (1) year's seniority and be employed within the group represented.

If the Steward, alternate, or Bargaining Committee member is not accessible or cannot be released, then a Steward from a different group will be notified to handle the processing of a Grievance or provide representation in an investigatory interview that may reasonably result in the discipline of the employee. The employee shall accept the Steward or Bargaining Committee member available at the time. If a Steward is in need of representation, a Bargaining Committee member shall be released to represent the Steward. If a Bargaining Committee member is in needs of representation, then the Bargaining Committee Chairperson shall be released to represent the Bargaining Committee member. If the Bargaining Committee Chairperson is in need of representation, the International Representative shall be contacted to represent the Chairperson. The foregoing shall not be used to delay the investigatory process.

Section 9.3 Release of Union Steward from Work. If an employee wishes the presence of a Steward, the employee shall notify his Manager/Supervisor or designee, who shall notify the Steward's Manager/Supervisor or designee. In turn, the Steward's Manager/Supervisor or designee shall notify the Steward.

The Steward will be released as soon as possible by the Manager/Supervisor. If patient care or other essential work prohibits the Steward's release, the requesting Manager/Supervisor will advise the employee's Manager/Supervisor, and the Steward will be released as soon as possible, or if the Steward

cannot be released, another Steward will be released. If no other Stewards are available, a Bargaining Committee member will be requested.

The Union understands situations will occasionally exist when, because of patient care or other essential work, the steward or alternate or Bargaining Committee Member cannot be released when the Steward's or alternate's or Bargaining Committee Member's Manager/Supervisor is notified. The Employer agrees not to abuse this provision and further agrees that such delay shall not be used to foreclose the filing of a grievance on the basis of lack of timeliness.

In the event a Manager/Supervisor releases a Steward or Bargaining Committee Member to represent an employee, and such Steward or Bargaining Committee Member refuses to perform that function, the Manager/Supervisor shall notify the Bargaining Committee Chairperson or designee who shall immediately remedy the situation.

If any discipline involves a probationary employee, the Bargaining Committee Chairperson or designee will represent the probationary employee.

In the event that the Union believes the Employer is abusing the provisions of the preceding paragraphs, the Union shall notify the Employer's Human Resources Director, or their designee, and a meeting shall be held within five (5) days to resolve the issue. If there is not a satisfactory resolution, the Union may file a grievance starting at Step Three. In the event the Employer believes that the Union is abusing the provisions of the preceding paragraph, the Employer shall notify the International Representative and a meeting shall be held within five (5) days to resolve the issue.

The Employer agrees that if an employee, subject to discipline, has requested union representation, the Employer will reasonably delay the holding of the discipline meeting until the Steward or alternate is able to be present. The Employer, however, will not wait more than forty-eight (48) hours for a Steward or alternate. After forty-eight (48) hours, the Employer may proceed with the disciplinary meeting. Notwithstanding the foregoing, in situations posing a safety threat, the Employer may suspend and remove an employee from the facility immediately without the Steward or alternate being present, and without waiting forty-eight (48) hours. The Employer shall provide notice of such a suspension in writing to the Bargaining Committee Chairperson or designee in writing (including by email) within forty-eight (48) hours of removing the employee from the facility.

Section 9.4 Pay/Benefits During Grievance or Arbitration Process. An employee involved in the processing of their grievance at Steps One, Two or Three, or Four and the Union representative acting at the applicable step of the Grievance Procedure, shall not suffer the loss of straight time pay or benefits for the work time involved in the adjusting or processing of a grievance at such steps of the Grievance Procedure, or in jointly agreed upon meetings with the Employer.

If a Union representative authorized to attend the Step Three or Four meeting under the Grievance Procedure is not working at the time that the Step Three meeting is held, he/she shall be paid at straight time pay or have a reduction of his/her work hours within the work week.

If he/she works on the day of such Step Three or Four meeting, but at a time different than the time during which the Step Three meeting occurs, he/she shall be paid straight time pay for attendance at such meeting or have a reduction of his/her work hours within the work week.

The Employer shall not be responsible for paying for any work time lost by a Steward, alternate, or Bargaining Committee member attending, or in preparing for, an arbitration, or in attending, or preparing for, any court or administrative agency, or in any proceeding involving or before any party, person, agency,

or entity other than the Employer and the Union, except that the Chairperson of the Bargaining Committee shall not suffer any reduction in straight time pay or benefit for attendance at the arbitration proceeding provided at Step Five of the Grievance Procedure.

In the event a Bargaining Committee Member, or Union Steward, or alternate, attends a jointly scheduled meeting with the Employer on their work day, but at a time other than their regular shift, they shall be paid straight time for the hours spent in such meeting, provided that if the time spent exceeds four hours, Such Bargaining Committee Member or Union Steward can request to reduce the hours of their scheduled shift by the time spent in such meeting, if they have given their Supervisor advance notice of such attendance; and the Supervisor determines that such reduction in work hours is consistent with operational and patient care needs.

In the event a Bargaining Committee Member, or a Union Steward, or alternate attends a jointly scheduled meeting with the Employer on a day other than their work day, they shall be paid straight time for time spent in such meeting or have a reduction of their work hours within the work week.

No time spent in union or grievance-related or other joint management meetings shall count as hours worked in the calculation of overtime.

Section 9.5 Prompt Handling of Legitimate Grievances. Consistent with Sections 9.3 and 9.4 of this Agreement, the Stewards or alternate will continue to work at their assigned job at all times, except when leaving their work to handle grievances as provided in the Grievance Procedure and this Article. If a concern arises that the Steward or alternate is abusing the paid time provided under this Article, the matter shall be reviewed by the Chairperson of the Bargaining Committee and the Employer's Human Resources Director as soon as possible.

Section 9.6 Prior Notice to Department/Unit Manager. Stewards and Bargaining Committee Members shall not be in a unit during non-working time unless prior notice has been given to the unit Manager/Supervisor or their designee.

Such notice shall be given as soon as possible after the Steward or Bargaining Committee Member knows that they will be in the unit during non-working time.

During such time, neither the Steward nor Bargaining Committee Member shall interfere with the performance of work by any employee, or with the delivery of patient care.

Section 9.7 Notice of Certification as Steward, Alternate, or Bargaining Committee Member. The names of those Serving as a steward, alternate, or Bargaining Committee Member shall be certified to the Employer by the Union in writing promptly after their designation or change in designation. The Employer shall not be required to recognize any employee as a Steward, alternate, or Bargaining Committee Member unless they have been certified to the Employer by the Union.

Section 9.8 Chairperson and Vice Chairperson. The Chairperson shall be paid by the Employer only for time spent administering the Agreement. For purposes of this Agreement, "administering the Agreement" means that the Chairperson is at a location covered by this Agreement (Attachment B) engaged in a meeting requested by the Employer; a meeting identified as paid by this Agreement; the representation of bargaining unit employees in disciplinary meetings consistent with this Article; the representation of an employee in the grievance process; or similar related functions. "Administering the Agreement" does not include the attendance of any Union-related functions that do not directly involve the Employer (e.g., on-site union elections).

In order for the Chairperson to receive the compensation from the Employer set forth in this Section 9.8, the Chairperson shall clock in and out of the Employer's electronic timekeeping system in accordance with applicable employee timekeeping rules. Manual exception reporting shall be kept to a minimum (i.e., TACS forms). In no event shall the Employer pay the Chairperson for more than two thousand eighty hours (2,080) in a calendar year, and no more than forty (40) hours in any work week on day shift, for the performance of administration of the Agreement.

In addition to his/her Agreement administration duties, the Chairperson, if applicable, will be scheduled for a proportional number of weekends worked, on call, and holidays worked, and, consistent with Article 14, and must work those hours, and may sign up for additional work hours in the classification which they are maintaining.

An employee elected Vice-Chairperson shall continue to work their bid job classification. In the event that the Vice Chairperson or another employee is required by the Union to fill the role of the Chairperson, the Vice-Chairperson or other employee shall be placed in the Chairperson's role and function in accordance with this Section 9.8 immediately. The Vice-Chairperson or other employee shall return to his/her prior classification, status, and shift upon return of the Chairperson in accordance with this Section. Release time for the Vice-Chairperson or other employee will be paid from the two thousand eighty (2,080) hour bank.

The Chairperson shall submit PTO requests in accordance with Article 14, Section 14.8(a).

Section 9.9 Pay for Contract Negotiations. The Hospital will pay up to four (4) Bargaining Committee Members for up to four hundred eighty (480) straight time hours between ninety (90) days prior to expiration of the Agreement and fifteen (15) days prior to expiration of the Agreement on September 30, 2021. Additional paid time for negotiations may be agreed to by the parties during the renewal negotiations.

Section 9.10 Union's International Representative – Access to Premises. Upon written notice (which shall include email) to the Employer's Human Resources Director, or the Director's designee, identifying the date of the visit; the hours of the visit; and the purpose of the visit, at least twenty-four (24) hours in advance of such visit, a representative(s) of the Union's International Union, or member(s) of its Executive Committee, shall be permitted access to the Employer for purposes of administration of the Agreement, provided that such access shall be at reasonable hours and consistent with the stated purpose of such visit. The twenty-four (24) hour notice can be waived.

Section 9.11 Union's International Representative/ Officer of Local – Meeting with Employee. Upon request, the International Union representative or member of its Executive Committee will be permitted to meet with any employee, Union representative, or officer of the Local Union, in a place designated by the Employer, provided that such meeting does not disrupt the work of other employees, or the Employer's delivery of patient care.

Section 9.12 Union Access to Hospital. The provisions for access to the Employer's premises in Sections 9.10 and 9.11 have been agreed to on the specific understanding that such access, activity during the access, or meeting shall not disrupt the Employer's services or be disruptive to patients, visitors, or other members of the public doing business at the Employer.

Section 9.13 Chairperson's Return to Work. At the conclusion of holding union office, the Chairperson will maintain his/her current classification, status, and shift and will return to working all budgeted hours in his/her home department, unit, or cost center. Throughout his/her term in office, the Chairperson is still an employee of his/her respective department (units or cost centers), subject to the same terms and

conditions of employment as all other bargaining unit employees from such department (unit or cost centers).

Upon completion of the Chairperson's office, the Chairperson will be given up to a ninety (90) day orientation upon return to his/her home department, cost center, or unit.

In the event the Employer decides to fill the Chairperson's budgeted hours during their appointment to such elected office, the Employer may institute a layoff to accommodate the Chairperson's return to his/her regular position.

Article 10: Seniority

Section 10.1 Definitions.

A. Bargaining Unit (Union seniority)

- a. Hired to MSVMC before October 25, 2000- uninterrupted service from date of hire, and includes all time at other Mercy Health entities.
- b. Hired to MSVMC after October 25, 2000- date of service begins, after completion of probationary period, and doesn't include time at other Mercy Health facilities.
- c. Transferred to another bargaining unit- accrued from date of hire into original bargaining unit and used for all purposes EXCEPT bidding:
 - i. The date of hire into the different bargaining unit is used for all bidding purposes.
 - ii. Subject to trial and return (45 day) provisions.
- d. Used for all situations as applicable in CBA.
- e. Cannot be used for a preferential job assignment
- f. If two or more employees are hired on the same date, the employee with the highest last four (4) digits of their Social Security number shall be deemed as having the highest seniority.

B. Mercy Health

- a. Accrues from date of hire at any Mercy Health facility.
- b. Used for calculation of fringe benefits such as pension, health insurance, holidays, PTO, in accordance with the terms of Article 19, including grandfathered and non-grandfathered status, Extended Sick Leave, in accordance with Article 23, including grandfathered and non-grandfathered status.
- c. If an employee changes from a per diem status to a status that allows for the accrual of fringe benefits, then the date of hire will be used as the benefit accrual date. There will be no back accrual or back coverage for any fringe benefit.

C. Nursing Unit

- a. Accrues from date of hire/transfer into the nursing unit.
- b. Recognized once orientation is complete, if transfer into a new classification.
- c. Recognized upon transfer if transferring to a different unit in same classification.
- d. Used for job bidding within the nursing unit.

D. Super-Seniority For purposes of layoffs and recalls only:

- a. The bargaining unit Chairperson and Vice Chairperson shall be given top seniority within the bargaining unit.
- b. Members of the Bargaining Committee shall be given top seniority within such bargaining unit, after the Chairperson and Vice-Chairperson, above.
- c. A Steward (including alternate stewards) shall be given top seniority within their classification within their area of jurisdiction as provided in Article 9, after the Chairperson, Vice-Chairperson and Bargaining Committee members, above.

Section 10.2 Breaks in Seniority.

A. Termination of Employment

- a. If re-hired within one (1) year, the employee, after completion of a probationary period under this Agreement upon being rehired, is credited with all previously accrued seniority and continuous service for all above purposes.

B. Nursing Unit

- a. If break in service within a nursing unit/department is more than ninety (90) days, then the nurse shall lose nursing unit/department seniority.

C. Transfer to Non-Bargaining Unit Position

- a. An employee who transfers outside of the Bargaining Unit shall lose all seniority within the Bargaining Unit as soon as he/she completes ninety (90) days of employment outside the Bargaining Unit.
- b. During the ninety (90) day period, an employee may return to an open position in their classification in their former Bargaining Unit with accrued seniority, including the time spent outside of the Bargaining Unit doing such ninety (90) day period.
- c. If after losing seniority within the Bargaining Unit following such 90 days, an employee returns to a job within the Bargaining Unit, the seniority picks up where it was when the employee left the Bargaining Unit.

D. Loss of Seniority:

- a. An employee shall lose seniority and be considered not employed by the Employer for the following reasons:
 - i. Employee quits for any reason, including retirement.
 - ii. Employee is discharged for just cause, and not reinstated through the grievance procedure.
 - iii. Employee is absent for two (2) consecutive scheduled work days and the first hour of their third consecutive work day without notifying the Employer.
 - iv. Employee fails to report for work, after being recalled from a layoff, within seven (7) days after the employee is notified by telephone or by priority mail, whichever occurs first.
 - 1. At the time of layoff an employee must furnish the Employer with their current telephone number, alternative telephone number, and address. It is the employee's responsibility to notify Human Resources of any updated contact information.
 - v. Employee fails to return prior to the end of the first hour of their second scheduled work day following expiration of a leave of absence.
 - vi. Employee provides false information for obtaining a leave of absence.
 - vii. Employee is on a leave of absence for more than the maximum time permitted under Article 11.

- viii. Employee is laid off for a continuing period equal to the seniority they had acquired at the time of such layoff or twenty-four (24) calendar months, whichever is shorter.
- ix. Employee is employed elsewhere during a leave of absence without permission from the Employer.
- x. Employee is convicted of any criminal law violation whether related or unrelated to their employment.
- xi. Employee gave false information in their employment application which is discovered within twenty-four (24) months of their first date of employment by the Employer.

E. Probationary Periods:

- a. General:
 - i. First ninety (90) days of employment
 - ii. May be extended up to an additional ninety (90) days by mutual agreement of Union and Employer.
- b. Nurse Extern/Nurse Extern Residency METRO:
 - i. One hundred and eighty (180) days
 - ii. If the nurse is not progressing satisfactorily, the Employer will meet with union Chairperson, or designee, to explore alternative nursing unit assignments for such employee.

F. Rights and Responsibilities of the Parties:

- a. Union dues shall be deducted starting the next full pay period after completion of probationary period.
- b. An employee acquires seniority upon completion of probation and their name is placed on the seniority list.
- c. The Employer has the right to assign and has the right to terminate any probationary employee for any reason it determines to be appropriate.
- d. The Union waives the right to grieve the assignment or termination of any probationary employee.
- e. The Employer has no responsibility for the re-employment of any person prior to the completion of the probationary period.
- f. The Employer agrees that it will not repeatedly terminate and re-hire probationary employees.
- g. Probationary employees in the unit will be laid off first, providing the remaining employees in the unit are qualified to perform the work of the probationary employee.
- h. Employees in orientation will not be temporarily reduced unless the unit is temporarily closed or a preceptor is not available.
- i. An employee in orientation may be assigned a "regular assignment" only if the employee has previously received orientation on the work. Orientation will not be interrupted for such assignment.

G. Vacancies:

- a. **Definition:** A full-time, part-time, supplemental, contingent, or per diem position which the Employer determines to fill.
- b. **Procedure:**
 - i. The vacancy will be posted electronically and in the nursing unit/department where the vacancy exists for five (5) days.
 - ii. The posting will be numbered and include the facility, job opening, job classification/title, department, job code, pay range, status, shift, hours per week and a summary of the job description including any special requirements. The nursing unit/department posting will include the date and time the posting opens and closes. The weekday and time will remain consistent for the term of the contract, unless otherwise mutually agreed by the Employer and the Union in writing.
 - iii. If an employee doesn't apply within such time period, they shall not be eligible or considered for such position.
 - iv. Employees on a leave of absence cannot bid for a vacancy unless it is determined that he/she will be available and physically qualified to perform the essential responsibilities of the job as of the date the Employer determines such job shall be filled.
 - v. The successful bidder will be placed in the vacancy within forty-five (45) days after the posting is closed.
 - vi. When an employee is transferred his/her rate of pay in the new position shall be determined as provided in Article 20.
 - vii. Once posted, the Employer, after notifying the Union Chairperson, may change job qualifications for legitimate business reasons.
 1. Upon request, the Employer will meet with the Chair and Vice-Chair to review Employer's business reasons for change.
 2. The Union may grieve the legitimacy of the change.
 - viii. Prior to filling the position, the Employer may withdraw any posting if it determines that, due to changes in circumstances, it will not fill the position at that time.
 - ix. If an employee changes from a Per Diem status to a status that allows for the accrual of fringe benefits, then the date of hire will be used as the benefit accrual date. There will be no back accrual or back coverage for any fringe benefit.

H. Qualified Employee Defined:

- a. Employee meets the essential qualifications for the position
 - i. Has completed their probationary period,
 - ii. Has at least six (6) months of continuous service with the Employer,
 - iii. Does not have a disciplinary suspension.
 - iv. Subsection 8. A. iii. shall not apply in the event that an employee has a disciplinary suspension based solely upon violations of the attendance policy and the position at issue is within their current classification and nursing unit/department.
- b. Disqualification Due to Suspension Level Discipline:

- i. An employee who has received a suspension for , within one hundred eighty (180) days prior to the last day of the bidding period may submit a bid, but will not be given consideration for a classification with a higher maximum wage rate than the maximum wage rate for their current classification.
 - ii. Such employee may bid for a classification and will be given consideration if the classification has the same or a lower maximum wage rate than the maximum wage rate for their current classification. The bid may be considered if there are no qualified bidders.
 - iii. An employee who has received a suspension, whether directly or through progressive discipline within the three hundred sixty five (365) day period prior to the last day of the bidding period may submit a bid, but will not be given consideration for the classification posted. The bid may be considered if there are no qualified bidders.
 - c. Selection and Recruitment Process:
 - i. The vacancy shall be filled in the following order:
 - 1. The highest senior bidder in the RN classification who is currently in the nursing unit/department.
 - 2. The highest senior bidder in another RN classification who is currently in the nursing unit/department.
 - 3. The highest senior, qualified bidder in the RN Bargaining Unit.
 - 4. For purposes of this sub-Section, Clinical Nurses II, III, and IV, Clinical Nurses on a 24/36 or 36/54 schedule, Clinical Nurse Specialist, Clinical Nurse on a three out of four weekends schedule, Nursing Case Manager, Senior Staff Nurse, Senior Staff Nurse IV, ED Coordinator, Per Diem employees, Clinical Lead Nurse and Clinical Care Coordinators will be considered to be in the same classification.
 - ii. Recruitment outside the Bargaining Unit:
 - 1. May occur simultaneous to posting the vacancy on a Bargaining Unit wide basis.
 - 2. If there are no qualified bidders from within the Bargaining Unit, the Employer may hire the applicant it determines to be the most qualified.
 - 3. Preference is given first to a qualified bidder from another Bargaining Unit, when peer interview determines merit and ability is equal to other applicants.
 - 4. If two or more applicants from another Bargaining Unit have equal merit and ability, the senior applicant will be given preference.
 - d. Six (6) Month Bid Prohibition
 - i. Except as provided in section ii below, an employee awarded a job will not be eligible to bid for another Bargaining Unit position under this procedure for a period of six (6) months from the date of transfer.
 - ii. For those cost centers/departments listed in 2i-ii below, an employee awarded a job will not be eligible to bid for another Bargaining Unit position under this procedure for a period of six (6) months after completion of the orientation period. For purposes of Surgery, the six (6) months is to be within the specific surgery team to

which the employee is orienting. With mutual agreement, the six (6) month time frame may be waived.

1. Surgery: Clinical Nurse II

2. CVOR: Clinical Nurse II

*For purposes of this subsection, Clinical Nurse II, Clinical Nurse III, and Clinical Nurse IV will be considered to be in the same classification.

- iii. If an employee is bidding for a vacancy within their own classification and unit/department, the six (6) month prohibition is waived. For purposes of Surgery, the six (6) month prohibition is waived if an employee is bidding for a vacancy within their own classification and within their own specific surgery team.

e. Forty-Five (45) Day Job Trial Period

- i. The employee will have a trial period of up to forty-five (45) calendar days within which to demonstrate the ability to perform the job requirements in a competent manner.

1. Can be extended by agreement of the Employer and the Union.

2. The Employer is not required to allow an employee to continue in the trial period for the complete forty-five (45) days, but, after the first fourteen (14) days of actual work, may remove the employee from the position because the Employer determines that the employee is unable to perform the job requirements, and that further training during the balance of the trial period will not result in the employee demonstrating such capability.

3. If an employee does not successfully complete their trial period, they will be returned to their former position.

4. Any employees transferred as a result of such employee's transfer, shall also be returned to their position(s), unless the Employer determines to allow such employees to remain in their positions.

- ii. The employee may elect to return to their former position.

1. Any employee who filled a bid as a result of such employee's transfer shall also be returned to their former position(s), unless the Employer determines to allow such employee(s) to continue to work in that job classification, status, shift, and unit/department.

2. Any resulting vacancies do not have to be posted, but rather such positions will be awarded as provided above to an employee bidding for the positions when it was originally posted.

f. Transfer of Service or Operation from One Location to Another Location

- i. If a service or operation which is not represented by the Union is transferred to a Union represented MSVMC location:

1. The Union Chairperson shall be provided with thirty (30) days' notice of any applicable transfer under this section.

2. People performing the work which would be within the Bargaining Unit are transferred with the work.

3. Such person's seniority is governed by Section 10.1 of this Article.

4. The Employer is not required to post such jobs.
- ii. If a Union represented service or operation is transferred to another location which is also covered by this Agreement:
 1. The Union Chairperson shall be provided with notice as soon as practicable, but in no extent, less than ten (10) days of any applicable transfer under this section.
 2. The employees performing the work shall be transferred with the work.
 3. The Employer is not required to post such jobs.
- g. Leader Positions
 - i. Definition of Leader Position:
 1. A classification within the Bargaining Unit in which an employee is responsible for directing and leading a group of employees, including releasing employees from work and arranging schedules.
 2. A Leader has no authority regarding discipline.
 3. Special Considerations:
Senior Staff Nurse and Clinical Lead Nurses will be subject to their units' on call, holiday, and overtime policies, and will be included in the MTO/MTU/VTO/VTU rotations as per Section 10.3.
 - ii. Posting of Leader Positions and Selecting Applicant: Leader positions such as the following positions shall be posted electronically, and in the nursing unit/department where the vacancy exists.
Clinical Care Coordinator
Clinical Coordinator – C.D.G.
Clinical Coordinator – Radiology Nursing
Clinical Coordinator – Wound Care
Clinical Data Researcher
Clinical Documentation Improvement Spec
Clinical Lead Nurse
Community Health Affairs Nursing Coordinator
Critical Care Transport Operations Coordinator
Emergency Operations Nurse Coordinator
Palliative Care Nurse Coordinator
System Data Analyst
Senior Staff Nurse
Senior Staff Nurse 4
Surgical Clinical Reviewer
Trauma/Burn Outreach/Prevention/Educ Coord.
Trauma Coordinator
 - iii. No Qualified Bidder in Unit/Department:
 1. If the Employer determines there is not a bidder within the unit/department meeting the standards for the position, it will solicit other Bargaining Unit employees and/or outside applicants.
 - iv. Selection of Applicant

1. Among all applicants, the Employer will select the most qualified based on merit and ability.
2. If merit and ability are equal, the senior employee in the Bargaining Unit will be given preference.
3. If it determines that an applicant from outside the Bargaining Unit is selected, such applicant must be more qualified for the position than those who bid for it.
4. The Employer agrees not to act arbitrarily or capriciously in the selection process.
5. Additional leader positions can be added by mutual agreement between the Employer and the Union. If the parties do not agree and the Employer adds a leader position, the Union may initiate a grievance under Article 6 of this Agreement at Step Three.

Section 10.3 VTO/MTO Process. Situations arise when the Employer may need to temporarily reduce staffing.

A. Definition of Terms:

- a. **Float** – temporary reassignment, on a per shift basis, to a work area of a different nursing unit.
- b. **Extra Day** – work time scheduled beyond regularly scheduled weekly hours before the final schedule is posted.
- c. **Help-Out** – work time made available by the manager to meet staffing needs, and scheduled after the final schedule is posted.
- d. **On Call** – a voluntary assignment accepted when given VTO/VTU/MTO/MTU as per Article 14, Sections 14.6, 14.6(a), 14.6(b).
- e. **Overtime** – Time worked as per Article 14, Sections 14.5, 14.5(a), 14.5(b), 14.5(c), 14.5(d), 14.5(e). For purposes of this article, overtime will be considered the scheduled extra shift.
- f. **Voluntary Time Off (VTO)** – Time off not forced, and paid through use of either holiday or CTO time.
- g. **Voluntary Time Off (VTU)** – Time off not forced and unpaid.
- h. **Mandatory Time Off (MTO)** – Forced time off and paid either through use of holiday or CTO time.
- i. **Mandatory Time Off (MTU)** – Forced time off and unpaid.
- j. **Rotation List(s)** – Assignments given under this section shall be tracked by hours quarterly, on the unit, under the following circumstances only:
 - i. A straight time employee assigned VTO/VTU and has refused on-call.
 - ii. An employee working their budgeted hours and has been assigned MTO/MTU.
- k. **Floating Rotation List(s)** - A separate, similar list shall also be maintained for floating (by the date of last assignment).
- l. **Holiday Rotation List(s)** - A separate, similar, annual list will be maintained for holiday time off, starting with January 2 of each year.

- m. **Bargaining Unit employee** – one covered by this Agreement.
- n. **Per Diem employee** – As defined in Article 2.6 of this Agreement.
- o. **Contingent employee** – As defined in Article 2.5 of this Agreement.
- p. **Traveler** – A non-hospital employee under a finite contract, utilized for a temporary staffing assignment.

B. General Provisions:

- a. An employee who accepts time off under this section shall not suffer the reduction of any benefit accrual.
- b. The VTO/MTO lists will be available for weekly review.
- c. If there are two or more employees with an equal number of VTO hours, the most senior among them will be given preference.
- d. If there are two or more employees with equal MTO hours, the least senior among them will be forced off.
- e. If two or more employees are on VTO with an on-call status, the employee with the most VTO hours will be called back first.
- f. In all situations the remaining employees must be qualified to perform the available work.
- g. Employees in orientation will not be temporarily reduced unless the unit/department is temporarily closed or a preceptor is not available.
- h. For purposes of temporary layoffs under this Sub-Section, Clinical Nurses II, III, and IV, Clinical Nurses on a 24/36 or 36/54 schedule, Clinical Nurse Specialist, Clinical Nurse on a three out of four weekends schedule, Nursing Case Manager, Senior Staff Nurse, Senior Staff Nurse IV, ED Coordinator, Clinical Lead Nurse and Per Diem employees will be considered to be in the same classification.
- i. As provided for in Section 14.6(d), the use of administrative time will be given preference over the use of VTO/VTU/MTO/MTU rotations provided for in this Article.

Section 10.4 Procedure for Reducing Staff on a Unit/Department.

- 1. Reassignment/Floating: In reassigning (floating) employees from an open unit/department to a different open unit/department, the Employer will attempt to avoid repeatedly reassigning employees from a particular open unit/department disproportionately to reassigning employees from other open units/departments from which reassignment could be made.
 - a. The Employer will keep records indicating the unit from which temporary reassignments are made and make such records available to the Chairperson.
 - b. If either the Union or the Employer believe that disproportionate reassignments are occurring the subject will be placed on the agenda for the next Operational Improvement Meeting.
 - c. In the event an employee picks up an extra shift or is called in on call, that employee shall not be reassigned from that department/unit in which the employee accepts the extra shift or is called in for that shift.
- 2. Employees will be reassigned/floated in the following order:
 - a. Agency or other non-Bargaining Unit personnel, if available and qualified, will be reassigned before Bargaining Unit personnel.

- b. Nurses from the Clinical Nurse Float Pool
 - i. Clinical Nurses in the Float Pool will not be assigned to a specific unit/department until after the final schedule is posted under Article 14.9.
 - ii. A Float Nurse volunteering for extra hours on a specific unit/department, may at the time they volunteer, decline to be reassigned to another unit/department during such hours.
 - 1. In such event, they will be paid at the Clinical Nurse II rate rather than the Clinical Nurse Float rate.
 - 2. They will not be forced into reassignment.
 - 3. They are, however, subject to the VTO/VTU/MTO/MTU provisions of the contract.
- c. Employees who are picking up extra hours, but do not hold a position on the unit/department.
- d. Least senior employee in the affected department on a rotational basis (i.e. the employee with the “oldest date” floats).

Section 10.5 Temporary Layoffs (VTO/MTO).

- 1. Temporary layoffs (VTO/MTO) shall be based on the employee’s department. Each department will maintain VTO/MTO lists. (Example: Clinical Lead Nurses/ED Operations Coordinators would be bypassed if the reduction needed was for bedside nursing, but would be included if their assignment on that shift would be as a bedside nurse.)
- 2. Volunteers who will take time off:
 - a. Solicited first from those who have indicated interest in advance of the start of the shift, next, if necessary, by canvassing for volunteers in person, or via telephone.
 - b. Voluntary Time Off (VTO/VTU): VTO/VTU is assigned then, on a rotational basis, in the following order:
 - i. Bargaining Unit in OT on their OT shift, agrees to take call;
 - ii. Bargaining Unit in OT on their OT shift, declines to take call;
 - iii. Bargaining Unit on straight time, agrees to take call;
 - iv. Non-bargaining unit, agrees to take call;
 - v. Bargaining Unit on straight time, declines to take call.
 - 1. For purpose of this section only, once half of the employee’s shift is over, the Employer will not require the employee to remain on call unless the employee agrees to do so voluntarily.
- 3. Mandatory Time Off (MTO/MTU): Exhausting volunteers, and still needing to reduce staff, the Employer may then assign four (4) hour blocks, no more than twice per shift, of mandatory time off in the following order:
 - a. Non-bargaining unit excluding travelers;
 - b. Travelers;
 - c. Bargaining unit in OT, on the OT shift;

- d. Per Diems;
- e. Contingents;
- f. Bargaining Unit working extra shift/extra hours;
- g. Bargaining Unit in regular, scheduled shift, on a rotational basis.

Section 10.6 Cap on Mandatory Time Off.

1. In order to determine if the MTO/MTU quarterly threshold has been reached, each hour of MTO/MTU for each individual in the current calendar quarter will be offset by each hour of additional hours worked by the individual during the current calendar quarter. For purposes of overtime, each hour of overtime worked by the individual will offset MTO/MTU by 1.5 hours.

A meeting will take place between Union and Management to decide if steps can be taken to decrease the amount of MTO/MTU being mandated, or if an additional thirty (30) day period needs to be observed. Unless otherwise agreed, permanent layoffs will, thereafter, be implemented under the provision of Section 8, (Permanent Layoff) of this Article.

If an employee has accumulated 48 hours of MTO/MTU during the current ninety (90) day period, the employee will be exempt from MTO/MTU for the remainder of the ninety (90) day period.

Section 10.7 Temporary Closure. In the event that the Employer determines to reduce staff due to a unit being temporarily closed or partially closed for a period of up to fourteen (14) days, and the employees affected cannot be temporarily assigned within or to another unit, the employees in the affected classifications and unit shall be reduced, and such employees shall not exercise their seniority under the permanent layoff procedure provided in Section 10.8 (Permanent Layoff) of this Article.

1. If such temporary reduction in force is to continue for more than fourteen (14) days, the Employer will notify the Union, and the affected employees will exercise their seniority as provided in Section 8, (Permanent Layoff).

Section 10.8 Permanent Layoff.

1. Employer determines when a permanent layoff is appropriate and in which unit/department, and classification, such layoff shall occur.
2. Permanent layoffs shall be by Bargaining Unit seniority within the affected job classification.
3. Clinical Care Coordinators who are assigned to multiple units will be considered primary, for purposes of layoff, in the unit which is listed first in the assignment.
4. The Chairperson or designee will attend the meeting at which the employee is notified of layoff.
5. Affected employee given seven (7) days' notice if there are no available options to fill a vacancy or displace another employee.
6. Notice may be less in cases where affected individual elects to displace another or to fill a vacancy.
7. Seniority options must be exercised within twenty-four (24) hours of such notice.
8. Notice shall be waived when a permanent layoff is a result of an act of God or other circumstances beyond the Employer's control.

Section 10.9 Permanent Layoff Process.

A. Canvas for Volunteers:

- a. By posting a notice, the Employer will canvas employees in the affected classification and unit/department to determine if there are volunteers for layoff.
- b. Volunteers must notify Human Resources within twelve (12) hours of notice posted.
- c. Volunteers are eligible for recall consistent with their seniority.
- d. Volunteers are eligible to bid for open positions.
- e. Within ninety (90) days prior to the anniversary of their layoff, and to the loss of their seniority, the employee may exercise their seniority to fill a vacancy or, if qualified, to displace the least senior in the classification, unit/department and status.

B. Involuntary layoff:

- a. Probationary employees will be laid off first;
- b. Followed by least senior employee in the unit/department within affected classification.
- c. Management may then, if necessary, arrange staffing for the remaining employees on the unit/department, giving preference to the senior employees retaining their status and shift, and less senior employees being assigned a different status or shift.
 - i. If status and/or shift is changed as a result of arranging staff, the affected employee may exercise their seniority as provided below.
 - ii. If the affected employee exercises their seniority, the less senior employee(s) notified of layoff will be assigned to the position(s) declined by the employee(s) due to status or shift change.
 - iii. The senior of such employees will be reassigned to their shift or status held at the time of layoff, if available.
 - iv. The lesser senior employee(s) will be assigned to the remaining positions.

C. Displacement Options:

- a. An employee who has one (1) year or greater seniority may either:
 - i. select an open position for which they are qualified, which has not been filled after the posting period has expired
 - ii. OR may bid for vacancies that are currently posted. In this scenario, selection will be based on RN Bargaining Unit seniority.
 - iii. OR, displace an employee with less than one (1) year seniority if qualified to do the work.
 1. An employee who elects to displace another will have ninety (90) calendar days within which to demonstrate the ability to competently perform the job.
 - iv. OR, be laid off
- b. If there is no employee(s) with less than one (1) year seniority:
 - i. The qualified laid off employee may fill an open position

- ii. OR, displace the least senior employee in their classification in the same status and on the same shift
 - iii. OR, displace the least senior employee in the Bargaining Unit
 - iv. OR, be laid off.
- c. An employee with less than one (1) year seniority who is displaced
 - i. May fill an open position under the terms of this *Section* or bid on a vacancy under the terms of this *Section*.
 - ii. Has no displacement rights.
 - iii. In unusual cases, a less senior employee may be retained if their layoff would adversely affect the Employer's ability to provide specific services.
- D. Employees considered to be one classification: Clinical Nurse I, II, III, IV, Clinical Nurse on a 24/36 or a 36/54 schedule, Clinical Nurse Specialist, Clinical Nurse on a three of four weekend schedule, Nurse Case Manager, Senior Staff Nurse, Senior Staff IV, ED Coordinator, Clinical Lead Nurse and Per Diem employees will be considered as one classification.
- E. Employee accepting an open job under involuntary layoff: Any employee accepting an open job under these provisions will be treated as if he/she had bid and the Job Trial Period (45 days) shall apply only one time. Meaning, within the first forty-five (45) days, the employee may choose to accept a different open position one time. In this new position, the Job Trial Period does not apply.
- F. Contingent Employees scheduled during a permanent layoff: Contingent employees will be scheduled during a permanent layoff in the same manner they were scheduled prior to the layoff.

Section 10.10 Recall From Layoff:

- a. An employee is placed on the recall list upon either loss of classification and/or status, whether voluntarily or involuntarily.
- b. At the time of layoff the employee will be asked if they would like to be called for any status that becomes available in their classification, or whether they want to be called only for specific statuses.
 - i. After this designation, employees will only be notified of vacancies within such status, until the Employer is notified of a change in designation of statuses.
- c. The Employer will recall employees in a classification by seniority, irrespective of status (unless specifically designated as above), for an available position within their classification.
 - i. The employee has an option to decline a position in a different status held at the time of layoff and will remain on layoff.
- d. The Employer will provide notice of recall by registered mail or electronic mail or telephone call at the employee's last known address/e-mail address/phone number.
 - i. Employees must provide the Employer with their current address, e-mail address and phone number.
- e. If an employee expects to be not immediately available to receive a phone call or registered mail or e-mail, they must inform the Employer of where they can receive the recall notice.
- f. Once contacted, the employee must notify the Employer of their intent to accept or reject a position within twenty-four (24) hours.

- g. Recall rights are lost if the employee fails to report to work as provided under Loss of Seniority provisions).

G. Bidding for Open Positions While on Layoff:

- a. Employees on the recall list may bid for positions in the nursing unit/department where the layoff occurred.
 - i. They will be given the same consideration as employees actively employed in the nursing unit/department where the position is posted.
- b. Employees on the recall list may bid for positions that have been posted “Bargaining Unit wide.”
 - i. They will be given the same consideration as employees actively employed in the Bargaining Unit in which the position is posted.
 - ii. Departmental Preference: Employees in nursing units/departments where positions are posted and for which they are qualified will be given preference over employees on recall.
 - iii. Recall Preference: Employees on recall will be given preference over employees being laid off and reviewing layoff options.
 - iv. Reviewing Layoff Options Preference: Employees reviewing options will be given preference over employees in the Bargaining Unit who are not in the nursing units/departments where the vacancy exists.
- c. The six (6) month bid prohibition is waived one time for any employee on layoff who accepts a position by bid or displacement options.

H. Relationship Between Layoff and leave of Absence Status:

- a. An employee on layoff is not eligible for a leave of absence.
- b. An employee on a leave of absence who returns from the leave during a layoff in their classification shall exercise their seniority as above.

Article 11: Leaves of Absence

Section 11.1(a) General Rules: Leaves of Absence. Full-time, part-time, and supplemental employees who have completed their probationary period are eligible to be considered for a leave of absence.

A contingent, supplemental, or per diem employee is eligible for a Family Medical Leave Act ("FMLA") leave if they meet the statutory eligibility requirement for such leave, and for a Workers' Compensation Leave, if they have completed their probationary period.

Contingent, Supplemental, or per diem employees will be excused from work without pay for Jury Duty, subject to the same conditions applicable to full time and part time employees under Article 13.

Employees will be required to use PTO for all unpaid portions of the leave.

Section 11.1(b) Leave of Absence Application. The employee must submit the Leave of Absence Request Form for a leave of absence to the Employee Health, Safety and Absence Services Department. The application must include the reason for the leave, the dates the leave will start and projected ending, and other data pertinent to the leave of absence, including for a Medical Leave for the employee, physician documentation establishing disability which necessitates the leave. The Employer will ensure availability of applicable forms either in the human resources office, a kiosk, or on-line.

Section 11.1(c) Leave of Absence – Effect of Unpaid Time Off. Unpaid time off work during a leave of absence will not be counted as time employed for purposes of accruing Paid Time Off ("PTO"), and Extended Sick Benefits, except for Reserve Military Training Leaves provided in Section 11.3, and Short Term Union Leaves provided in Section 11.6. However, unpaid time off work during a leave of absence will be counted in determining an employee's continuous service for eligibility for PTO and Extended Sick Benefits or any other benefits under this Agreement for which eligibility is based on years of service.

Section 11.1(d) FMLA -- Legal Verification. With regard to a FMLA leave, a legal verification of an adoption, or foster care, and medical verification for a family member may be required.

Section 11.1(e) FMLA – Certification of Serious Health Condition. With regard to a FMLA leave for a serious health condition for a family member or intermittent leave, certification of such condition should be presented at the time that an employee makes application for a leave of absence, or an intermittent leave of absence under the FMLA, but in no event later than fifteen (15) days after the application. Recertification may be requested as allowable by law.

Section 11.1(f) Leave of Absence -- Advance Notice. Employees are to provide thirty (30) days' notice for all foreseeable leaves. Applications for leaves which are not foreseeable thirty (30) days in advance shall be presented as soon as the employee is aware of the need for a leave of absence. Failure to do so may result in the Employer deferring the starting date of a leave of absence.

Section 11.1(g) Leave of Absence -- Medical Leave of Absence Re: Return to Work Effect on Continuation of Leave. If an employee returns to work from a Medical Leave of Absence for fourteen (14) or more calendar days and then is approved for another Medical Leave for the same diagnosis, the leave will be considered a new leave. If the employee returns for less than fourteen (14) calendar days and is approved for another Medical Leave for the same diagnosis, it will be considered the same leave.

Section 11.1(h) Subsequent Leaves for Different Reason. If an employee returns to work from any leave, and then takes another leave for a different reason/diagnosis it will be considered a new leave.

Section 11.1(i) Commencement of Leave. All leaves of absence begin with the first full or partial scheduled day missed whether it is unpaid or paid by the Employer under PTO.

Section 11.1(j) Medical Leave Documentation and Evaluation. The Employer may require an employee to furnish medical documentation at the employee's expense from their physician during a FMLA or Medical Leave. The Employer will not require such medical documentation more frequently than permitted by law.

The Employer may also require medical evaluation by an Employer designated physician at the Employer's cost prior to, during, or at the end of a Medical Leave of Absence to determine the employee's medical condition and ability to perform their regular job or an alternate position. In the event of a disagreement between the Employer's physician's medical evaluation, and the employee's physician, a third physician who is not on the Mercy Health Partners payroll system shall be selected by the Employer and agreed to by the Union. The third physician's opinion shall be final and binding on the parties only as to the issue of the employee's disability. The Employer will pay for the independent medical evaluation.

Section 11.1(k) Employment During Leave of Absence. Employees on any type of an approved leave of absence will not be permitted to engage in employment during the leave without the prior written approval of the Vice President of Human Resources, an employee who, in addition to their employment with the Employer held other employment at the time they qualified for a Medical leave, Workers' Compensation leave or FMLA leave under this Article, may continue such employment while on leave of absence if, in the judgment of their physician, they may do so.

Section 11.1(l) Reinstatement Following Leave of Absence. For purposes of reinstatement following a leave of absence, other than an Educational Leave, an employee will be reinstated to their classification, status, shift, unit, and regular schedule, provided they return from the leave within one hundred and twenty (120) days of the first day of such leave. If the employee does not return within such one hundred and twenty (120) days, but does return within twenty four (24) months the employee will be reinstated to an open position in their classification, unit, and status; if there is no such open position, the employee will displace the employee with the least seniority in their classification, unit, and status, provided the returning employee has more seniority than the least senior employee in the classification. An employee displaced due to an employee returning from a leave of absence shall exercise their seniority as provided in Article 10, Section 10.4 or be placed, at their election, in an open position in the bargaining unit for which they have the qualifications, and have the licensure or certification, if required, to perform the work of such position.

For purposes of this Section, an open position is a position remaining vacant after the bidding process set forth in Article 10, Section 2)G) has been concluded.

Section 11.1(m) Seniority Accrual During Leave of Absence. An employee will continue to accrue seniority for purposes of Article 10 while on an approved leave of absence.

Section 11.1(n) Insurance Continuation During Leave of Absence. An employee's eligibility for insurance continuation during a leave of absence is provided in Article 21.

Section 11.1(o) Failure to Report Following Leave. Failure to report back to work within one hour after the start of their scheduled shift on the second day following the expiration of a leave of absence will be considered a voluntary resignation. An employee who fails to report to work on the scheduled work day following the expiration of their leave of absence, but who does report within one hour after the start of

their scheduled shift on the second day following the leave's expiration, may be subject to discipline for absenteeism and tardiness, and will not receive any compensation for their time of absence.

Section 11.1(p) Transitional Work Program. Employees applying for leave or on a leave of absence will participate in the Employer's Transitional Work Program as identified in Attachment E.

Section 11.1(q) Refusal of Position Under Transitional Work Program. Under the Transitional Work Program, an employee refusing a position which meets their restriction(s) will not be eligible to continue to receive any benefits including benefits under Disability Benefits, Workers' Compensation, and Extended Sick Benefits.

Additionally, if such an employee refuses a position performing work within their job description, or refuses clerical or other sedentary work, within their restrictions, they will be considered a voluntary quit. The employee(s) regularly assigned to this work will not suffer a loss of regular hours as a result of such assignment. If such an employee refuses a position performing any other type of work, they will be considered to be continuing on leave and are eligible to return only to an open position within their classification.

Section 11.1(r) Notice of Expiration of Leave of Absence. An employee on a Medical Leave of Absence or a Workers' Compensation Leave of Absence must give the Employer notice seven (7) days in advance of the expiration of their leave. They must also inform Employee Health, Safety and Absence Services prior to the expiration of the leave of the need to extend said leave. Consistent with sub Section 11.1(j), the Employer may request the employee to be evaluated by the Employee Health/Occupational Health Department during such period. If an employee fails to give such notice, they shall not be reinstated from their Leave of Absence until approved by the Employer or after release by the Employee Health/Occupational Health Department, provided, the Employer will not unduly delay the employee's reinstatement.

Section 11.2 Types of Leaves of Absence. Leaves of absence may be granted for the following reasons:

Section 11.2(a) Family Medical Leave. For reasons other than an employee's personal illness, disability, or serious medical condition, FMLA leave shall be granted for up to twelve (12) weeks within a rolling twelve (12) month period consistent with the provisions of the FMLA. Eligibility for leaves under the FMLA following birth of a child or placement of a foster child expires at the end of the twelve (12) month period following birth or adoption.

Time for FMLA leaves must be taken consistent with the provisions of the FMLA.

FMLA Leaves for an employee's personal illness or injury shall be covered by and run concurrently with the provisions governing a Medical Leave under sub-Section 11.2(b) or a Workers' Compensation Leave under Section 11.5.

Section 11.2(b) Medical Leave. Subject to sub Section 11.1(p) and (q), an employee unable to perform the essential responsibilities of their position because of a personal illness or injury, which is verified as provided in the General Rules in Section 11.1 will be granted a Medical Leave of Absence for up to twenty four (24) months, provided that for Medical Leaves which are not required by immediate medical necessity, the Employer may consult with the employee about deferring the beginning of such leave for up to thirty (30) days. In the event that the employee and their supervisor do not agree on the deferral, the matter will be referred to the Chairperson of the bargaining unit and the Employer's Chief Human Resources Officer for resolution.

An employee applying for, returning from, or while on a Medical Leave may be required to temporarily transfer into an available alternative position for which the employee is qualified under the Employer's Transitional Work Program.

Before an employee may be terminated for failure to provide proper leave documentation, the Employer shall provide the Union with notice of the possible termination via electronic mail to the bargaining unit's Chairperson at least fifteen (15) days in advance of the effective date of the termination. The sending of an electronic mail shall be all that is required to comply with this provision, and the Union shall be deemed on sufficient notice of the intent to terminate the employee if there is a failure to provide sufficient documentation.

Section 11.2(c) Personal Leave. An employee may be granted a personal leave of absence for any reason which is acceptable to the Employer, provided that, except for very extraordinary circumstances, personal leaves will not be approved for more than thirty (30) days. An employee may not take more than one personal leave per calendar year. A personal leave of absence may be extended beyond thirty (30) days in very extraordinary circumstances. The granting or denial of personal leaves of absence for any period of time shall be determined in the sole discretion of the Employer.

Section 11.3 Military Leave. Upon being drafted or volunteering for the Armed Forces of the United States, a leave of absence will be granted according to the regulations governing military leaves of absence for the applicable tour of duty, including any mandatory (i.e. non-voluntary) extension of such leave time.

A leave of absence will also be granted for Reserve Military Training for employees who are active in the reserves of the Armed Forces of the United States. For up to two weeks, an employee on such Reserve Military Training will be paid the difference between their regular straight time pay (excluding all differentials), and the pay received for Reserve Military Training. There is no compensation for any weekend Reserve Military Training.

Upon conclusion of such Military Leave of Absence, the employee will be re-instated to the same classification, status, and shift held prior to the Military Leave, provided they continue to maintain the appropriate licensure/credentials to perform the work of such classification. During such Military Leave, the employee will accrue seniority up to the maximum leave time permitted by the applicable law and regulations, including any mandatory (i.e. non-voluntary) extension of such leave time.

Section 11.4 Educational Leave. An employee shall be granted a leave of absence up to a maximum of twenty-four (24) months for attending, on a full-time basis, academic programs which are relevant to the employee's job responsibilities at the Employer or future promotional opportunities within the Employer's facilities. An employee shall be entitled to only one such leave during the term of this Agreement.

An employee returning from an Educational Leave will be reinstated to an open position within their classification and unit, provided they are qualified and have the licensure or certification, if required, to perform the work of such position, and they are reinstated to the open position within the maximum leave period of twenty- four (24) months.

Section 11.5 Workers' Compensation Leave. Subject to Sections 11.1(l), 11.1(q), and 11.1(r), an employee unable to perform the essential responsibilities of his/her position because of a work related illness or disability covered by Workers' Compensation, which is verified as provided in the General Rules under this Article, will be granted a Workers' Compensation leave for up to twenty –four (24) months. For reinstatement purposes, such an employee will be treated in the same manner as an employee on a Medical Leave under Section 11.2(b) of this Article.

For work-related injuries, the employee is to report a work-related illness or injury to his/her supervisor at the time of the occurrence. An employee who incurs an injury at work to the extent of requiring a physician's care at Employee Health Services or Occupational Medicine will receive straight time pay during the time they are under the care of Employee Health Services or Occupational Medicine on the day of the injury, in addition to their pay for hours worked. If Employee Health Services or Occupational Medicine releases the employee without authorizing the employee's return to work, the employee shall receive wages only up to the time of their release, provided that, if the employee's injury is ultimately certified as covered by the Ohio Workers' Compensation law, such employee will be paid for the balance of the hours, after his release from work, for the shift on the day of injury.

In the event of a delay in receipt of or dispute concerning eligibility for Workers' Compensation benefits, employees who have provided medical documentation of their illness or injury may choose to receive PTO as provided under Article 19 of this Agreement, or Extended Sick Leave Benefit as provided under Article 23 under this Agreement, or Disability Benefits as provided under Article 21 under this Agreement, depending on applicability, after the applicable waiting period until such time as the delay or dispute in Workers' Compensation is resolved or such benefits are exhausted. However, if the Workers' Compensation benefit is approved and paid for a time period during which the employee has been paid PTO, Extended Sick Benefits, or Disability Benefits, the employee must reimburse the Employer the amount of the Sick Benefit or Disability Benefits for that same period. Repayment of PTO is optional. If such repayment relates to the PTO or Extended Sick Leave Benefit, the employee's PTO bank or Extended Sick Leave Benefit will be restored by an amount equivalent to the amount repaid.

Section 11.6 Short Term Union Leave. The Employer will provide a bank of provide a bank of four thousand five hundred (4,500) unpaid hours during the term of this Agreement, not to exceed two thousand (2,000) in any given per calendar year for a short term leaves of absence for Union business as set forth in this Section. The Short-Term Union Leave bank can only be used for the following: meetings for Local Union matters including the evaluation of/or preparation for pending arbitrations, conventions or educational seminars sponsored by the Union, provided that such events do not involve union organizational matters.

To the extent the provisions of Article 6, Grievance Procedure, conflict with this Article, those provisions shall prevail.

When the Chairperson will need to be off-site for day-to-day Union business, the Chairperson shall clock out and provide notice to the Human Resources Director or designee. The notice requirements in this Section are not otherwise applicable to such day-to-day activities.

The Chairperson, or designee, shall submit a request in writing to the Human Resources Director at least six (6) weeks in advance of the first day of the applicable schedule indicating the number of hours for the release of one (1) employee from an Employer unit/department. An additional employee may be released from an Employer unit/department at the same time provided that such release does not interfere with patient care needs. Notwithstanding the foregoing limitation on the release of employees, the Employer will release two (2) employees from a unit/department for the following Union functions: V-Cap Program; Financial Officers Conference; and the UAW Constitutional Convention.

The six (6) week notice requirement provided in this Section will be reduced to a seven (7) day notice requirement one (1) time per calendar year, for up to two (2) people for up to forty (40) hours each and may, thereafter, be waived provided that in both instances scheduling must permit this time off and no overtime shall be incurred.

Section 11.7 Long Term Union Leave. The Employer will recognize a Long Term Union leave for up to two (2) employees by the Union for the purpose of holding an elected or appointed office, renewed at the Union's option from contract year to contract year. Upon completion of their Long Term Union Leave, such employees shall be reinstated with accrued seniority consistent with Section 11.1(l), provided the employee has maintained the appropriate licensure/credentials for his/her prior classification. The Employer will provide up to sixty (60) days re-orientation as needed.

Section 11.8 Parental Leave Upon completion of the full-time or regular part-time nurse's orientation period, nurses are eligible for two (2) weeks of paid parental leave of absence up to budgeted hours for the birth, adoption or placement of a child through adoption. Employees must submit their request for parental leave through Employee Health, Safety, and Absence Services. The date for eligibility of the paid parental leave begins on the date of the birth or placement of the child. In the case of the birth or placement of multiple children, a single two-week paid parental leave applies. The Hospital may modify the parental leave program provided that the terms are on the same basis as non-bargaining unit employees in the Toledo Market.

Article 12: Bereavement

Section 12.1 Bereavement Leave. All employees that are budgeted sixteen (16) hours or greater per week (.40-1.0 FTE) are eligible upon date of hire for Bereavement Leave prorated based upon the employee's FTE status. For example, with respect to an immediate family member as defined below, a 40- hour/week employee receives 5 scheduled days (or 40 hours) of leave; a 24-hour employee receives 3 scheduled days (or 24 hours) of leave for an immediate family member.

Payment of Bereavement Leave will be based on the employee's regular work schedule and will only be paid for days that the employee would have otherwise been scheduled to work.

The Employer will provide up to five (5) scheduled days, not to exceed forty (40) hours, off work at their base hourly rate (excluding all differentials) in case of the death of a member of their immediate family to include employee's spouse, child, stepchild, legal guardian, parent or stepparent.

An employee is allowed up to three (3) scheduled days, not to exceed twenty-four (24) scheduled work hours, away from the regular work schedule with bereavement pay in the event of the death of an employee's parent-in-law or spouse's stepparent, daughter-in-law, son-in-law, brother, step-brother or half-brother, sister, step-sister or half-sister, grandparent, step-grandparent, grandparent-in-law, grandchild, or step-grandchild.

An employee is allowed up to one (1) scheduled working day, not to exceed (12) scheduled work hours, away from the regular work schedule with bereavement pay in the event of the death of an aunt or uncle, niece or nephew, sister-in-law or brother-in-law.

Section 12.2 Notice Regarding Bereavement. Employees are responsible for notifying their supervisor as soon as possible, and keeping their supervisor informed as to their return to work so that appropriate coverage can be arranged.

Section 12.3 Time Period for Taking Bereavement. Paid time off as provided in this Article is to be taken during the period commencing with the day of death and running through the day following the funeral/memorial service/internment, whichever is applicable.

Section 12.4 Bereavement – Certification. The Employer reserves the right to require certification of death and/or proof of relationship.

Section 12.5 Bereavement – Additional Time Off. An employee will be allowed up to two (2) weeks off by using available PTO or without pay without prejudice to their attendance record due to the death of a member of the employee's immediate family as defined above, or a person considered to be a life partner akin to a spouse and who was residing with the employee, or a person serving in loco parentis.

Section 12.6 Bereavement – During Leave of Absence. Employees on a leave of absence are not eligible for bereavement pay.

Section 12.7 PTO Use for Bereavement. Subject to Section 12.2, to attend the funeral/memorial service/internment of an employee's great-grandparent, an employee, upon request, will be permitted to use one (1) day of PTO or one (1) day of unpaid time off without prejudice to their attendance record.

Article 13: Jury Duty and Court Appearance

Section 13.1 Jury Duty Pay. Full time and part time employees called for jury duty will be allowed the required time off from their scheduled work days for such duty. For such required time off, such employee will be paid their base hourly rate (excluding all differentials) for hours they would have normally worked during such required time off.

Any employee required or requested by the Employer, to be present at a deposition, interview, or any and all court proceedings, will not suffer any reduction in hours, wages, or benefits. Such time spent will be regarded as “worked time” and subsequently subtracted from scheduled hours for the week.

Section 13.2 Jury Duty More Than Four Hours. If such employee is on jury duty for more than four (4) hours on their scheduled work day, the employee will be paid jury duty pay at their base hourly rate (excluding all differentials) for hours they would have normally been paid for their regularly scheduled shift.

Section 13.3 Jury Duty Less Than Four Hours. If such an employee is on jury duty for less than four (4) hours they will be paid for the actual time spent in jury duty, and report to work for the number of hours that represent the balance of their shift, unless previously excused by the supervisor. In the event the employee is excused, he may use PTO for the balance of their work hours which are not paid for jury duty.

Section 13.4 Jury Duty Eligibility. To be eligible for jury duty pay, an employee is required to notify their supervisor within twenty-four (24) hours after receipt of jury duty notice and advise their supervisor of the progress of their jury duty so that a replacement, if necessary, can be arranged.

Provided a contingent, supplemental, or per diem employee notifies their supervisor within twenty-four (24) hours after receipt of notice, a contingent, supplemental or per diem employee will be excused from work to attend jury duty.

If the Employer can arrange a replacement, if necessary, an employee (including a contingent, supplemental or per diem employee) on the third shift will be given the option of being excused from work at 11:00 p.m. on a shift preceding the date of jury duty. To exercise such option, the employee must give the supervisor at least twenty-four (24) hours notice.

Section 13.5 Jury Duty During Leave of Absence. Employees on a leave of absence are not eligible for jury duty pay.

Article 14: Hours of Work and Premium Pay

Section 14.1 Work Week Definition. The regular work week will be a seven (7) day period from Sunday 12:00 a.m. to the following Saturday at 11:59 p.m. Under this provision, any shifts starting before 12:01 a.m. on Sunday will be considered as part of the work week ending at Saturday midnight. The first shift occurring during the work week will be the first shift starting at or after 12:00 a.m. on Sunday.

The regular work day shall be a twenty-four (24) hour period starting with the time the employee is scheduled to start work.

Section 14.2 Starting Time. Each employee will have a specified starting time for each day of his work week. Once the schedule is posted, with agreement of the employee, the shift starting time can be changed. If the employee does not agree to the change in the shift starting time, the employee will take PTO/MTO/MTU for the period of time lost because of the change.

Once one-half of the employee's shift is over, unless the employee remains voluntarily on-call, the Employer will not require the employee to report to work. This applies to an employee instructed not to report for a scheduled shift, but is placed on call. It does not apply to an employee's scheduled call time.

Section 14.3 Work Hours. Unless an employee is on a twenty-four (24) hour schedule which includes sleep time, an employee shall not be required to work more than sixteen (16) hours in a twenty-four (24) hour period, except in the unusual situation when patient care requires the employee to continue work.

Section 14.4 Rest Break and Lunch Period. Consistent with unit scheduling and job responsibilities, an employee who works a shift of four (4) hours will receive a paid rest break of ten (10) minutes for every four (4) hours worked, and a one-half (1/2) hour unpaid lunch if the employee's shift is for more than seven (7) hours. The Department /Cost Center/Unit manager or designee will assign lunches and breaks to each employee and arrange for coverage during the lunch or break.

During a paid rest break, an employee must remain on the Employer's premises, unless excused by their supervisor or designee. The Employer will not require an employee to take their lunch period or rest break at the beginning or end of their shift.

It is understood that crisis or acuity situations, or essential work responsibilities may occasionally occur where a supervisor may determine that it is necessary to delay a paid break or unpaid lunch period, or in the unusual situation when patient care requires, to miss a break. The Employer agrees not to abuse this provision, and with respect to a lunch period, if an employee does not receive the one-half (1/2) hour unpaid lunch break because he is required to work, such time shall be counted as work time and paid at the applicable straight time or overtime rate.

An employee who believes that he has not been released for the lunch or break periods provided in this Section, shall notify their immediate supervisor on duty, or designee. If on a rare occasion a lunch or break period has not been arranged after such notice, the employee may request the applicable steward who, with the supervisor, will review when release will be appropriate.

If either the Employer or Union determines that in a unit/department an excessive number of requests for steward/supervisor meetings are occurring, notice will be given to the other party and the matter will be reviewed at the next Labor Management Meeting scheduled.

Generally, the Employer will not require an employee to answer a page during their lunch period. If because of unusual situations related to patient care, the Employer requires an employee to answer a page during their lunch break an alternate lunch period will be arranged, if possible. If the alternate lunch break is not arranged, such time will be counted as work time and paid at the applicable straight time of overtime rate.

With manager approval, an employee will be permitted to combine the ten (10) minute break period (twenty (20) minute break period where break periods are combined by department/unit/cost center policy) with the one half hour unpaid lunch.

Section 14.5 Overtime Pay Rate. Except for employees who are exempt for Fair Labor Standards Act purposes, or as otherwise provided in this Article, employees will be paid overtime at the rate of one and one-half (1.5) times the regular rate of pay for each full one-quarter (1/4) hour worked according to the following:

Section 14.5(a) Overtime for Required Hours Beyond Regular Quit Time. An employee currently at work who is required to remain at work after their regular quitting time ("freeze") will be paid time and one-half (1.5) for hours the employee is required to work beyond his regular quitting time, unless the employee is already in an overtime situation, in which case such employee shall receive two (2) times his/her hourly base rate. (Refer to Section 14.9(a)).

Section 14.5(b). Overtime Compensation. Hours worked by employees in excess of forty (40) hours in a work week will be paid time and one-half (1.5) for such hours.

Section 14.5(c). Definition of "Worked Time". For purposes of this Section, worked time includes VTO/VTU/MTO/MTU. Holidays worked count only for the hours worked.

Section 14.5(d). Pyramiding of Overtime Premiums. There shall be no pyramiding of overtime premiums under this Article.

Section 14.6(a) On-Call Compensation. Effective the first full pay period in October 2021, non-exempt employees on call will be paid \$3.00 for each hour of on call status and during hours actually worked while on call. A non-exempt employee who is called to work while on call will receive a premium of time and one-half (1.5) their base hourly rate, plus twice the on call premium, for all hours worked while on call, provided, in no event, will they receive less than the equivalent of two hours pay at such rates. The first full pay period in January 2022 the on call pay will increase to \$3.50 for each hour of on call status and during hours actually worked while on call. The first full pay period in January 2023 the on call pay will increase to \$4.00 for each hour of on call status and during hours actually worked while on call. The first full pay period in January 2024 the on call pay will increase to \$4.50 for each hour of on call status and during hours actually worked while on call. The first full pay period in January 2025 the on call pay will increase to \$5.00 for each hour of on call status and during hours actually worked while on call.

Example: $\$10/\text{hour hourly rate} \times 1.5 = \$15 + \$3/\text{hour on-call} \times 2 (\$6.00) = \$21/\text{hour on-call/work rate}.$

If a non-exempt employee is called in on more than one occasion during their on call shift, the number of hours paid attributable to the two (2) hour guarantee will not exceed the number of hours of the assigned on call shift.

A non-exempt employee called in to work while on call will be paid the shift premium applicable to the hours worked.

If a non-exempt employee on call takes a call at home without reporting to work, they will be paid the applicable straight time or overtime rate for such work under Article 14, Section 14.5, but is not eligible for the two hour guarantee or the premiums provided in Sections 14.6(b) and 14.6(c).

Non-exempt employees on call are to be available and report for duty according to the unit policy.

Section 14.6(b) On Call Compensation when in Overtime Status. When an employee's on call hours worked are hours which are in excess of forty (40), they will be paid one-and-one half (1.5) time their average hourly rate for such on call hours. In addition for all such on call hours worked in excess of forty (40), they shall receive a premium equivalent to one-half (1/2) of their base hourly rate.

Example: \$21/hour (from 15.6(a) above) + \$5/hour (\$10/hour base rate x .5 = \$5) = \$26/hour on-call/work rate.

Section 14.6(c) On-Call Beyond Scheduled Quit Time. A non-exempt employee remaining at work beyond their scheduled quitting time because they are on call is not eligible for the two (2) hour guarantee, but is eligible to receive time and one-half (1.5) their base hourly rate.

Section 14.6(d) Administrative Time. Employees on call who are called in to work during the hours of 12:00 a.m. and 5:00 a.m. while being scheduled to work on the day shift on the same day will report to work at their regular starting time, and inform or leave notice for the supervisor whether they wish to leave work early.

Upon arrival, the supervisor will evaluate unit needs and inform the employee of the earliest time that they may leave. Such an employee will be paid for remaining hours of his/her scheduled shift by his/her choice of VTO/VTU. Such hours will not be tracked in the unit/department VTO/VTU/MTO/MTU lists. The use of administrative time provided for under this section will be given preference over any VTO/VTU/MTO/MTU rotations outlined in Article 10. No employee shall work on-site at the Hospital more than sixteen (16) consecutive hours in a twenty-four (24) hour period. Beginning with the next schedule period following ratification (September 29, 2019), in the event an employee works sixteen (16) consecutive hours on-site, such employee will not be required to remain on call for the following eight (8) hours. If such employee does not remain on call for the remainder of his/her on call shift after working sixteen (16) consecutive hours, such employee shall not be paid on call pay. Notwithstanding the foregoing statement, the current practice of twenty-four (24) hour shifts in Life Flight would continue.

This policy applies to the nursing departments listed on Attachment N. Other nursing departments may be added by Agreement of the Union.

Section 14.7 Weekend Scheduling. During the term of this Agreement, weekend scheduling will continue to be scheduled on the basis of the unit practice in effect on October 24, 2018. However, if for operational reasons the pattern of weekends has to be changed, such change will be set forth as the tentative schedule under Section 14.8(a). Prior to publishing the tentative schedule, volunteers for the change will be solicited first, and, thereafter, the schedule will be changed in order of seniority starting with the least senior employee in the classification.

Unless an employee has bid for, transferred to, or under the provisions covering seniority, bumped to a position requiring consecutive weekends worked, an employee will not be required to work on consecutive weekends, unless due to being on call as provided in this Agreement, and called in on such weekend. Nothing in this Section prohibits posting of positions which have schedules with consecutive weekends worked.

For purposes of this Section, employees working regular schedules with consecutive weekends on the effective date of this Agreement are considered to have bid for, transferred to, or bumped to such schedules, and shall, therefore, continue on such schedules unless they transfer to, bid for, or bump to another position.

Nothing in this Section will prohibit employees from switching days or volunteering for shifts with the result that they will work consecutive weekends.

Section 14.8(a) Work Schedule Posting. Subject to the provisions of this Section, the Employer will post a six (6) week work schedule at least four (4) weeks in advance of the first day of the schedule.

Requests for days off consistent with the terms of this Agreement and the unit's guidelines must be submitted in writing at least six (6) weeks in advance of the first day of the schedule. Also reference Letter of Agreement 9 (PTO Scheduling).

After the six (6) week period for submitting written requests for days off, a Supervisor/Manager may grant days off on a first come/first serve basis, provided that the Supervisor/Manager determines that the request can be accommodated based on patient and staffing considerations and can grant the request without having to replace the employee making the request and without paying any overtime due to such request.

Available hours on the posted tentative schedule will be filled on a rotational basis, by senior employees accepting hours on a straight time basis, then float employees on a straight time basis, then per diem employees on a straight time basis, then senior employees on an overtime basis, then float employees on an overtime basis, then per diem employees on an overtime basis, agency, or temporary employees.

After the final schedule is posted, available hours will be offered to volunteers, giving preference on the basis of the guideline in the preceding paragraph, provided that an employee is to notify the Manager/Supervisor at least twenty-four (24) hours in advance of the beginning of the shift for which they are volunteering.

On the posted schedule, and in scheduling available hours, the Employer may schedule Travelers consistent with their contract irrespective of the other provisions of this Section.

If after an employee indicates interest in additional hours, they decline available hours twice during the applicable schedule, the Employer is not required to contact such employee for available hours during the balance of the schedule.

To be absent, an employee must notify their supervisor at least two (2) hours in advance of their shift starting time.

Section 14.8(b) Shift Vacancy. If a vacancy exists on a shift which has to be filled, including a vacancy caused by a leave of absence, the Employer will attempt to fill such vacancy by assigning employees hired on a flexible schedule basis, agency or similar persons, or volunteers. If the vacancy remains unfilled after exhausting these options, and volunteers are not available, the employees in the applicable classification on another shift(s) will be rotated to fill the vacancy until the staffing situation is resolved. The rotation will start with the least senior employee and rotate therefrom.

Section 14.9 Additional Work Hour Conditions. It is recognized that scheduling employees who voluntarily accept additional hours, and transferring available qualified employees, and assigning float employees, and using per diem, temporary, and agency employees should be exhausted before requiring employees to work additional hours beyond their weekly budgeted hours. However, such methods may not resolve the need for requiring additional hours or on call. The Employer recognizes that such additional

hours or on call for employees who do not have such requirements as part of their regular job may impose a hardship. Except for employees who work in a closed unit, or specialty team, or in a service which is not opened on a twenty-four (24) hour basis, or employees hired or transferred into positions having specific on call and/or additional hours requirements, an employee will not be required to work or be on call more than six (6) hours in a week beyond their regularly scheduled hours for more than eight (8) weeks out of twelve (12) consecutive weeks. For purposes of this limitation, the number of voluntary hours shall be credited against this limitation, except for voluntary on call hours during MTO. In those situations in which an employee takes PTO in a block of two (2) consecutive weeks, the period of time for averaging the hours provided in this paragraph will be extended by such number of consecutive weeks of PTO.

In administering the provision of the preceding paragraph for employees who are not in closed units, or on specialty teams, or in a service which is not opened on a twenty-four (24) hour basis, or were not hired or transferred into positions having specific on call and/or additional hour requirements, it is recognized that such an employee may be temporarily transferred, rather than being placed on MTO.

By agreement with the employee, the six (6) hours limitation may be satisfied by any configuration of hours which averages six (6) over the applicable eight (8) weeks.

Irrespective of the above limit, employees who work in a closed unit or on a specialty team, or in a service not open for twenty-four (24) hours or an employee hired or transferred into positions having specific on call and/or additional hours requirement will work or be on call for the hours necessary for them to provide the service for their unit or team.

Team is a specific group of employees in the Nursing bargaining unit who work together on a specific service being provided for a defined category of patients.

Closed Unit is a nursing unit wherein the employees in the unit, as part of their job responsibilities, are required to provide all services for the unit, including on call or additional hours. This section does not prohibit the assignment of float or agency staff into a Closed Unit.

All teams and closed units are listed in Attachment D. Additional teams or closed units may be added by agreement of the Employer and the Union.

Nothing in this Section shall prohibit an employee from volunteering to work additional hours, or on call, or from switching days worked or on call, which result in the hours worked and/or on call hours exceeding the hours provided in this Section. Nothing in this Section prohibits the Employer from posting, or hiring employees for positions with an on call or additional hours commitment greater than the commitment provided above, nor prohibit by mutual agreement establishing additional closed units or teams. The Employer agrees not to act arbitrarily or capriciously in posting such additional positions.

Section 14.9(a) Freezing. Subject to the provisions of this Section, if after soliciting volunteers, contacting employees who have indicated an interest in working additional hours as provided above, assigning float employees, and using available agency, temporary, or per diem employees, staffing needs continue to exist in a unit, an available employee(s) at work, starting with the least senior employee, in the classification and unit can be required to continue to remain at work until replaced, unless such least senior employee(s) finds a substitute. The requirement to continue working will be rotated starting with such least senior employee, and will be restarted each year. An employee who has satisfied their commitment under this Section will be considered unavailable unless the employee agrees to accept such hours. Such employees will be paid in accordance with 14.5(a).

Notice of the requirement to continue to remain at work shall be provided one (1) hour prior unless: (1) an employee fails to call off consistent with Department Attendance policy or (2) if an emergency is involved. While the Hospital cannot guarantee such notice in every situation, it is committed to meeting the one (1) hour notice requirement and will review alleged abuses with the Union.

Per Diems will be frozen before part time, full time and other bargaining unit persons.

Article 15: Health and Safety

Section 15.1(a) Health and Safety. The Employer shall continue to provide for the safety of employees during the hours of their employment. In this regard, the Human Resource Department will receive written recommendations with respect to safety policies or safety issues from any employee or the Union for forwarding to the Safety Committee.

Section 15.1(b) Safety Committee. As set forth herein, a Safety Committee of Employer and Union represented employees, and other employee representatives, shall meet once each month for a regularly scheduled meeting to discuss safety policies and safety issues consistent with the Joint Commission Standards, and the Environment of Care, and to make recommendations to the Employer relating to employee safety, injury, ergonomics, radiation, infection control, workplace violence, and other health and safety issues in accordance with the then-existing Workplace Violence & Harassment Prevention Policy and Program Nos. SS46 & SS46A. Employees performing functions pursuant to the foregoing Workplace Violence & Harassment Prevention Policy and Program will be paid their base hourly rate for time spent performing such functions. Such time spent on such functions shall not count towards hours worked for purposes of overtime calculations.

Up to four (4) paid employee union representatives shall have the right to attend the Safety Committee and Radiation Committee meetings: Each Bargaining Unit Chair and one (1) at large member shall constitute the four (4) total. The Union may, when necessary, bring an ad hoc unpaid employee to speak on an issue. The Union shall provide prior notice and an agenda item before the meeting.

The Employer will give to the Union a list of the Union members on the Safety Committee, the Radiation Committee, and Infection Control Committee

The Employer will attempt to ensure that there is not less than two (2) employees scheduled and working on a given nursing unit in the hospital that is providing direct patient care. In the event that an employee believes that there is a potential personal safety concern then that employee shall notify Public Safety personnel who shall address the employees' concerns in a reasonable and expeditious manner.

Section 15.1(c) Air Quality Testing. The Employer will annually perform air quality testing in areas where formaldehyde is used or stored and provide a copy of the testing report to the Safety Committee.

Section 15.1(d) Inspections. The Union Chairpersons shall be notified of any on-site inspections by the Occupational Health & Safety Commission.

Section 15.2 Contagious Disease. In the event that an employee is exposed during the course of their employment to a contagious disease, and the Employer prohibits the employee from working, the employee shall be paid for actual work time lost in accordance with the Employer's Extended Sick Benefit and/or Workers' Compensation Policies.

In the event that an employee(s) is exposed to a contagious disease unrelated to the course of his employment, and the Employer prohibits the employee from working, the employee shall be paid 50% of his straight time wages lost due to his disqualification from working.

For purposes of this Section, contagious diseases are identified in the Employer's then existing Occupational Health Services Policy, EH 8.0.

An employee prohibited from working due to a contagious disease will not be charged points under the Employer's Attendance Policy for such absence.

The employee covered by this Section must use the Employer's Employee Health and follow its policies.

The Employer agrees to provide appropriate prophylactic treatment at no cost to the employee if the condition is work related, provided that the employee must use the Employer's Employee Health and follow its policies.

Section 15.3 Reports Provided to Chairperson from Employer. The Employer will provide the following reports to the Union Chairperson: (A) the OSHA 300(a) log on an annual basis; (B) within seventy two (72) hours after receipt of the report by the Benefits Director or designee, an Employee Accident/Illness Report affecting an employee in the bargaining unit. Any confidential patient information will be deleted from such reports.

Section 15.4 Quality Thermometer in Central Distribution. The Employer agrees that it will provide a quality thermometer in the Central Distribution area in the Support building. If for operational reasons the Employer is diverting conditioned air which results in the temperature in such area exceeding eighty (80) degrees, the Employer will restore the conditioned air until the temperature is stabilized below such eighty (80) degrees.

Section 15.5 Influenza Vaccines. The Employer may require, free of cost to Employees, Employer provided influenza and coronavirus – related vaccinations as a condition of employment, The terms and conditions of the influenza, coronavirus-related vaccinations, including exemptions, shall be in accordance with then existing Mercy policy BSMH_HR_STWB 004 which shall be the same for bargaining and non-bargaining unit employees.

Section 15.6 Employee Injury Process. Employees injured while on duty will follow the current Mercy Health process for reporting such injury. See Workplace Injury and Exposure to Bloodborne Pathogens located on HR ServiceNow.

Article 16: Performance of Bargaining Unit Work

Section 16.1 Performing Bargaining Unit Work. The Employer and the Union recognize that management employees, agency/leased employees, temporary employees, contingent and per diem employees not meeting the department's requirement to maintain contingency or per diem status, students, interns, other employees outside of the bargaining unit, physicians, residents, vendor technical representatives, and volunteers may perform work which overlaps the work of employees covered by this Agreement, and agree that this Agreement does not in any way restrict such persons from performing such work, provided that, an Administrative Director/Manager or Supervisor shall generally only perform such bargaining unit work in emergencies, including when bargaining unit employees are not at work and immediately available to do the work, in the instruction or training of employees while the employees being instructed or trained are present, in the performance of necessary work when difficulties are encountered, or when necessary at any time due to patient safety or care.

Article 17: Employees Working in Multiple Locations

Section 17.1 Employees Working in Multiple Locations. If, as part of their job responsibilities, an employee of the Employer either works both at a facility covered by this Agreement and a facility not covered by this Agreement, or works at a facility not covered by this Agreement, the employee shall continue to be covered by the terms of this Agreement. If the Employer decides to modify the job responsibilities of a classification to provide that an employee will work in whole or in part at a facility not covered by this Agreement, it will notify the employee(s) in the affected classification and unit and, unless an employee agrees to such work arrangement, the Employer will post such job under the provisions of Article 10, Section 2, G ii (1) *Vacancy Posting*, and, if it determines a layoff is necessary, the Employer will permanently lay off the applicable number of employee(s) in such classification as provided under the provisions of Article 10, Section 7 in order to adjust staffing.

Section 17.2 Assignment to Other Locations on Temporary Basis. Employees in the same classifications on a temporary basis can be assigned to perform work at such other location when the employee at the other location is absent. If possible, such assignment will be on a voluntary basis. If there is not a volunteer and the Employer has made reasonable efforts to find a replacement by other means, the Employer and the Union recognize that, the Employer may assign the least senior qualified employee available to work at such other location. An Employee assigned on such temporary basis will be paid mileage allowance if they drive their vehicle. Such mileage allowance shall be paid from the employee's residence to such location, less the mileage from their residence to their regular work facility. If such employee does not have personal transportation, the Employer will arrange transportation.

4C Inpatient Oncology nurses will not be mandated to work in the outpatient Mercy St. Vincent Cancer Center but may volunteer during off shifts.

Section 17.3 Orientation for Registered Nurse Reassigned to Another nursing unit. A registered nurse reassigned to another nursing units will be:

Oriented to location of emergency equipment, unit layout and routines
Assigned a resource RN
Assigned a reasonable assignment based on their knowledge and skill
A Nurse Extern/Nurse Extern Resident is exempt from reassignment

Section 17.4 Effect of Transfer/Consolidation on Employees Working in Multiple Locations. This Article shall not apply to the transfer/consolidation of units, services, or operations which is covered by Article 5, Section 5.8.

Article 18: Holidays

Section 18.1 Holiday Days. The Employer recognizes the following holidays:

New Year's Day (January 1)

Easter Sunday

Memorial Day (Last Monday in May)

Independence Day (July 4)

Labor Day (First Monday in September)

Thanksgiving Day (Fourth Thursday in November)

Christmas Day (December 25)

Personal Floating Holiday

Effective 1/1/2022 -The Personal Floating Holiday shall only be taken in a full day increment.

Employees hired after October 1 in any given year shall not be eligible for the Personal Floating Holiday until the following year.

Section 18.2 Holiday – Pay for Holidays Worked. With the exception of the Personal Floating Holiday, employees who work on the holiday will be paid their regular rate of pay for hours worked (including all differentials) plus an equal number of hours as holiday pay at the employee's base hourly rate of pay.

Request for Personal Floating Holiday will follow the process outlines in Article 14.8(a).

Except for the Personal Floating Holiday, for purposes of paying holiday pay, the holiday will be considered the shift starting on the actual day of the holiday. For example, the shift starting at 11:00 p.m. on the day before Thanksgiving will not be considered the holiday, rather the shift starting at 11:00 p.m. on Thanksgiving will be considered the holiday.

An on call employee, who reports for work on a holiday will receive holiday pay, and be paid consistent with Section 14.6.

Section 18.3 Holiday – Pay and Eligibility for Holidays Not Worked. Except for Easter, full time employees who are not scheduled to work the holiday will be paid eight (8) hours of holiday pay at the employee's base hourly rate of pay (excluding all differentials). Departments which currently receive eight (8) hours of holiday pay in addition to their regularly scheduled hours will continue their current practice. To be eligible for such holiday pay, the full time employee who does not work on the holiday must meet the following requirements:

Must have completed ninety (90) days of employment.

Must have worked their scheduled shift within a seventy-two (72) hour window both before and after the holiday except as provided below:

Employees on approved scheduled PTO will be considered to have met this requirement, provided they work all of their scheduled hours both on their scheduled day prior to and after the combined PTO and holiday day off.

Employees on an approved Bereavement Leave, Jury Duty and Short Term Military Leave under Article 11, Section 11.3 and Short Term Union Leave under Article 11, Section 11.6 will meet this requirement, provided the employee has worked all of their scheduled hours both on his last scheduled work day before and after such leave.

Section 18.4 Holiday – During Leave of Absence. Except as provided in Section 18.3 (b)(ii), employees on an approved leave of absence will not be eligible for holiday pay, if the holiday falls within their leave period.

Section 18.5 Holiday – Failure to Work as Scheduled. Employees scheduled to work on a holiday who fail to work will not be eligible for holiday pay. If eligible, an employee absent on such day may qualify for PTO.

Section 18.6 Holiday – Scheduling. The scheduling of holidays to be worked or scheduled off shall be determined by unit policy. However, for units that are scheduled through the Central Staffing Office as of the date of ratification of this agreement, employees shall be scheduled on a rotating basis pursuant to the grid below. In the event that the Employer deems it necessary to schedule holidays differently for units scheduled through the Central Staffing Office as of the date of ratification of this Agreement, it shall do so only for a legitimate reason and only after sixty (60) days' notice to the Union. Following any such notice to the Union and prior to implementation of such change, the Union may invoke the procedures set forth in Section 5.9.

Clinical Leads are subject to unit holiday schedules/rotations.

Rotation A	Rotation B	Rotation C
Easter	July 4th	Memorial Day
Labor Day	Thanksgiving	Christmas Day
Christmas Eve	New Year's Day	New Year's Eve

Section 18.7 Holiday – Celebration for Monday – Friday Units. Units which operate on a Monday through Friday basis will celebrate a holiday occurring on Saturday on the preceding Friday and a holiday occurring on Sunday on the following Monday, except Easter Sunday will be celebrated on Good Friday for such unit.

Section 18.8 Holiday – Pay During Christmas and New Year's Eve Holidays. For purposes of the Christmas and New Year's holidays, the period for receipt of holiday pay extends from 3:00 p.m. on Christmas Eve and New Year's Eve respectively through Christmas Day and New Year's Day, provided the employee will be paid for only one day of holiday pay for Christmas and New Year's during that period. Effective on ratification, except for Weekend Only RNs covered by Attachment L of this Agreement, RNs will not be required to work both Christmas Eve and Christmas Day or New Year's Eve and New Year's Day.

While there will be no more banking of holidays, banked hours will be scheduled through the scheduling process in Article 14, Section 14.9, or be used for MTO/VTO. Employees with existing balances will exhaust banked hours prior to the end of this Agreement or be paid out (See MOU No. 3).

Article 19: Paid Time Off

For employees who hired into bargaining unit position or transferred from a non-bargaining unit position into a bargaining unit prior to June 4, 2017, the following shall apply for the term of this Agreement:

Section 19.1 Paid Time Off Schedule. Subject to the following provisions, the Paid Time Off Program (“PTO”) in effect on October 24, 2009 will continue in effect during the term of this Agreement, except as outlined within this article.

Section 19.1(a) PTO – Schedule. PTO is accrued according to the following schedule:

Employment Status	Length of Service	Accrual Rate	Hours Per Pay (80 hrs.)	Max. Annual Hours	Max. 8 Hr.
Full-time, Part-Time & Supplemental Contingent	0 thru 4 years	5.77%	4.61 hours	120 hrs.	15 days
	5 thru 10 years	7.69%	6.15 hours	160 hrs.	20 days
	11 thru 20 years	10.00%	8.00 hours	208 hrs.	26 days
	21 thru 24 years	11.92%	9.53 hours	248 hrs.	31 days
	25 thru 29 years	12.31%	9.85 hours	256 hrs.	32 days
	30+ years	12.69%	10.15 hours	264 hrs.	33 days

Section 19.1(b) PTO – Accrual. PTO accrues on all hours paid and VTU hours and MTU hours, provided that the maximum hours for accrual cannot exceed eighty (80) hours in a bi-weekly pay period.

PTO does not accrue while an employee is on an unpaid leave of absence, or if an employee has an unpaid day off work, unless otherwise specifically agreed in this Agreement.

Section 19.1(c) PTO – Scheduling. PTO must be scheduled by the employee with their Manager/Supervisor as provided in Article 14, Section 14.8.

Section 19.1(d) PTO – Maximum Roll Over Hours. The maximum number of hours that an employee can roll over after the second pay in January of each year in their PTO bank is one hundred sixty (160) hours. Employees will forfeit any hours in excess of the one hundred sixty (160) hours. Effective January 2020, the foregoing roll over will occur after the first full pay period ending in January of each year.

Section 19.1(e) PTO – Pay Period Adjustment. PTO accruals will be adjusted the pay period following an employee’s anniversary date if the employee has moved into a different accrual level.

Section 19.1(f) PTO – Pay Rate. PTO will be paid at the employee’s base hourly rate (excluding all differentials) when the PTO is taken.

Section 19.1(g) PTO – Pay for Unscheduled Absences. PTO paid for unscheduled absences are not used in the computation of overtime.

Section 19.1(h) PTO – Cessation. Except as provided in sub Section 19.1(j), PTO accrual ceases on the last day worked preceding termination for any reason.

Section 19.1(i) PTO – Conditions Not Paid Under. PTO will not be paid to any employee terminated before the completion of their probationary period, or for termination due to gross misconduct, such as theft, patient abuse, or similar gross violations.

Section 19.1(j) PTO – Use During Non-Paid Leaves of Absence. Employees on non-paid leaves of absence (excluding non-paid medical leaves) are required to use PTO for scheduled work days until their PTO bank reaches sixty (60) hours.

Section 19.1(k) PTO – Pay Out at Permanent Layoff. Accrued PTO at the employee's option will be paid to an employee at the time of permanent layoff.

Section 19.1(l) PTO – During Temporary Layoff. For purposes of temporary layoffs, under Article 10, Section 10.3, an employee may accept unpaid time off or may elect to use PTO. In such temporary layoff, PTO accrues if the employee takes unpaid time off.

PTO elected during a temporary layoff can be used and paid in any increments allowed as of the effective date of this Agreement.

Section 19.1(m) PTO – Without Prior Approval. PTO taken without prior approval of the Manager/Supervisor will be considered “unscheduled.” Excessive or patterned unscheduled absences will be considered under the Attendance Management Policy, HR-500.

Section 19.1(n) PTO – During Holidays. Holidays under this Agreement which occur at the same time that PTO is being taken as scheduled time off will be paid as holidays and not as PTO.

Section 19.1(o) PTO – Availability. An employee must have available PTO at the time scheduled PTO is taken.

Section 19.1(p) PTO – Used for All Incidental Absences. PTO must be used to cover all incidental absences (i.e. illness, personal business, childcare and other events).

Section 19.2 PTO – Sharing of. Employees will be allowed to donate/receive PTO consistent with MHP Leave Sharing Policy included as Attachment O.

For employees who hired into or transferred from a bargaining unit position into a bargaining unit on or after June 4, 2017:

Section 19.3(a) PTO Budgeted Hours. All regular full-time employees budgeted to work at least 30 hours per week and part-time employees budgeted to work at least 16 hours per week are eligible for Paid Time Off (“PTO”).

Section 19.3(b) PTO Available after 90-day Probationary Period. Time accrues from the (1st) day of employment; however, time is not “earned”, nor is there any entitlement to the time or its value, until employees have successfully completed the ninety (90) day probationary / new employee orientation period.

Section 19.3(c) PTO Accrual Schedules. The amount of PTO benefit an employee accrues during a year is based on continuous years of service and employment status at that time. Employees will begin to accrue their next higher PTO benefit on the employee's service date. The PTO benefit for all full-time employees working 2,080 hours is based on the following chart:

Year of Service	Hours (Based on 2,080 hours worked in a year)	Accrual per hour worked per pay	Days accrued (Based on 2,080 hours worked in a year)
0-2 Years	144	0.069200	18
3-7 Years	176	0.084600	22
8-14 Years	208	0.10000	26
15+	224	0.10769	28

Part-time employees' PTO benefit is pro-rated based on the hours worked in the PTO accrual year and shall not exceed the accrual rate of a 40 hour a week employee. Full-time employees' accrual rate shall not exceed the accrual rate of a 40-hour per week employee.

Section 19.3(d) PTO Earns PTO. Employees must earn PTO hours before they are used. Employees shall accrue PTO while utilizing PTO. Employees shall accrue PTO while on mandatory time off work, excluding reduction associated by lay-off. All time spent by employees on leave of absence, disability or unpaid time off shall not count for PTO accrual purposes.

An employee's PTO shall be calculated using the employee's regular straight-time hourly rate exclusive of any differentials or shift premiums. Eligible employees will receive pay for his/her PTO in the normal payroll process cycle.

Section 19.3(e) PTO Used During an Applicable Elimination Period. PTO is to be used for vacations and personal days and for applicable elimination periods associated with an illness or an injury. An employee must use PTO, if available in his bank, for any time off work except when utilizing mandatory time off. Every effort will be made to schedule PTO in advance.

Scheduled PTO shall be taken only at times mutually agreed to by the Hospital and the employee. The Hospital may establish maximum numbers of employees who can be absent from work at any given time. Seniority, on a rotating basis, shall be the determining factor, and all requests shall be submitted no later than forty-five (45) days prior to the twenty-eight (28) day schedule effective date for PTO to be taken after such dates. PTO requests shall be responded to within fourteen (14) calendar days of said dates. No requests can be submitted more than six (6) months in advance. All other requests shall be considered on a first come, first served basis.

Section 19.3(f) PTO Upon Separation. Upon retirement or separation (other than for cause), an employee shall be paid for all accrued but unused PTO in their bank at the time.

Section 19.3(g). PTO – Accrual. PTO accrues on all hours paid and VTU hours and MTU hours, provided that the maximum hours for accrual cannot exceed eighty (80) hours in a bi-weekly pay period.

PTO does not accrue while an employee is on an unpaid leave of absence, or if an employee has an unpaid day off work, unless otherwise specifically agreed in this Agreement.

Section 19.3(h) PTO – Scheduling. PTO must be scheduled by the employee with their Manager/Supervisor as provided in Article 14, Section 14.8.

Section 19.3(i) PTO – Maximum Roll Over Hours. The maximum number of hours that an employee can roll over after the second full pay in January of each year in their PTO bank is one hundred sixty (160)

hours. Employees will forfeit any hours in excess of the one hundred sixty (160) hours. Effective January 2020, the foregoing rollover will occur after the first full pay period ending in January of each year.

Section 19.3(j) PTO – Pay Period Adjustment. PTO accruals will be adjusted the pay period following an employee's anniversary service date if the employee has moved into a different accrual level.

Section 19.3(k) PTO – Pay Rate. PTO will be paid at the employee's base hourly rate (excluding all differentials) when the PTO is taken.

Section 19.3(l) PTO – Pay for Absences. PTO is not used in the computation of overtime.

Section 19.3(m) PTO – Cessation. PTO accrual ceases on the last day worked preceding termination for any reason.

Section 19.3(n) PTO – Conditions Not Paid Under. PTO will not be paid to any employee terminated before the completion of their probationary period, or for termination for cause.

Section 19.3(o) PTO – Leave of Absence. Unless otherwise addressed in this Agreement, employees on leaves of absence are required to use PTO for scheduled work days until their PTO bank is depleted.

Section 19.3(p) PTO – Pay Out at Permanent Layoff. Accrued PTO at the employee's option will be paid to an employee at the time of permanent layoff.

Section 19.3(q) PTO – During Temporary Layoff. For purposes of temporary layoffs, under Article 10, Section 10.3, an employee may accept unpaid time off or may elect to use PTO. In such temporary layoff, PTO accrues if the employee takes unpaid time off.

PTO elected during a temporary layoff can be used and paid in any increments allowed as of the effective date of this Agreement.

Section 19.3(r) PTO – Without Prior Approval. PTO taken without prior approval of the Manager/Supervisor will be considered "unscheduled." Excessive or patterned unscheduled absences will be considered under the Attendance Management Policy, HR-500.

Section 19.3(s) PTO – During Holidays. Holidays under this Agreement which occur at the same time that PTO is being taken as scheduled time off will be paid as holidays and not as PTO.

Section 19.3(t) PTO – Availability. An employee must have available PTO at the time scheduled PTO is taken.

Section 19.3(u) PTO – Used for All Incidental Absences. PTO must be used to cover all incidental absences (i.e. illness, personal business, childcare and other events).

Section 19.3(v) PTO – Sharing of. Employees will be allowed to donate/receive PTO consistent with similarly situated non-union employees.

Article 20: Wages

Section 20.1 Wage Range Schedule. Wage schedules for each year of this Agreement, including annual increases, are set forth in Attachment A.

Section 20.2(a) Hourly (Non-Exempt) Employees: General Wage Increase, and Step Increases. The first full pay period in October 2021 following the implementation of the increases outlined in the 2019-2021 CBA, employees will be placed on the newly implemented wage scale based on years of experience (Attachment A). The first full period in July 2022, 2023, 2024, and 2025 employees will move up one step until the associate reaches top of scale.

Wage ranges for hourly positions will be adjusted by two percent (2.0%) the first full pay period of July 2022, July 2023, July 2024, and July, 2025.

Per Diem Employees will receive a two percent (2%) general increase, the first full pay period in October 2021, and then the first full pay period in July of 2022, 2023, and 2024, and 2025..

Section 20.2(b). Wage Range Maximum. In no event shall an employee receive more than the maximum of the wage range.

Section 20.2 (d) Adjustments. The Employer may increase wage rates for individual jobs or ranges in a job classification(s) during the term of this Agreement in accordance with market demands or demonstrated business needs.

If the Employer implements a market adjustment for a non-union job classification in the Toledo Metropolitan Market, then the Employer will implement the same market adjustment for a bargaining unit position in the same or similar job code, classification, and pay grade of the bargaining unit position. The Employer will provide the Chairperson with notice of the adjustment.

Section 20.3 Exempt Employees Wage Adjustment. Exempt employees' shall receive the same wage adjustments as hourly employees identified in Section 20.2.

Section 20.5 Red-Circled Employees. Employees over the maximum of the wage range will maintain their wage rate until the maximum of the wage range exceeds their rate, in which event they will receive increases up to the maximum of the wage range. The Union Chairperson shall be notified when an employee is red-circled.

Section 20.6 Wages for New Hires. New hires will be placed at a step on the scale based on RN nursing licensure for the job classification in which they are being hired as determined by the Employer.

Section 20.7 Wage Rates for Employees Who Permanently Transfer Within the Bargaining Unit. An employee who permanently transfers to a different classification within the bargaining unit will go to the applicable step based on RN nursing licensure.

Section 20.8 Wage Increase for Temporary Transfers. If temporarily transferred to work in a classification with a higher wage rate an employee will receive a temporary increase of the higher wage rate for all hours worked on that shift in the higher rated job classification, provided, that in no event, shall the wage rate exceed the maximum wage rate for the classification into which they are temporarily transferred.

This provision does not apply to a registered nurse assigned to Charge Nurse responsibilities; such registered nurses are eligible for the Charge Nurse premium.

Employees temporarily transferred to a classification with the same or a lower maximum wage rate than their classification will continue to be paid their rate of pay.

Employees may be temporarily transferred for up to twelve (12) weeks to fill a non-bargaining unit Director/Manager/Supervisor position, and in such event, shall be paid a premium of ten percent (10%) of their base wage rate not to exceed the maximum wage rate for such job. The Employer may select any employee it chooses for such temporary transfers.

Section 20.9 Report in Pay. Except in cases of emergencies or acts of God, employees scheduled for work who report without being notified in advance not to report for work will be guaranteed two (2) hours of work or pay. For purposes of this Section, if the Employer either notifies or attempts to notify the employee at least one (1) hour before the start of his shift, or, within such one (1) hour, notifies the employee before leaving home, the Employer will have satisfied its obligation to notify the employee in advance.

Section 20.10 Call-In Pay. Consistent with the following provisions, an off duty employee who is not on call, who is requested to work ("call in") with less than twenty-four (24) hours' notice, will be guaranteed a minimum of four (4) hours work or pay and will be paid one and one-half (1 1/2) times their base rate for the first four (4) hours worked. All other hours worked as a result of such call in will be paid at the employee's regular hourly rate, unless such hours qualify for overtime pay as provided in Article 14.

Employees who are not on call, who are requested to report early for a scheduled shift with less than twenty-four (24) hours' notice will be paid call in pay up to their established starting time for time worked, not to exceed four (4) hours. All other hours will be paid at the regular hourly rate, unless such hours qualify for overtime pay as provided in Article 14.

Employees called in to work will be paid the shift premium applicable to the hours worked as a result of the call in. Call in as provided in this Section covers situations in which an employee is called to work hours in addition to his scheduled hours.

Section 20.11 Weekend Premium. An employee who works the majority of his/her hours between 11:00 p.m. Friday and 11:00 p.m. Sunday will be paid a weekend differential of two dollars and fifty cents (\$2.50) per hour. Weekend premiums will be considered in the computation of the average hourly rate for overtime purposes. Effective the first full pay period of October 2021, the premium shall increase to three dollars (\$3.00) per hour. Effective the first full pay period of January 2022, the premium shall increase to three dollars and fifty cents (\$3.50) per hour. Effective the first full pay period of January 2023, the premium shall increase to four dollars (\$4.00) per hour. Effective the first full pay period of January 2024, the premium shall increase to four dollars and fifty cents (\$4.50) per hour. Effective the first full pay period of January 2025, the premium shall increase to five dollars (\$5.00) per hour.

Section 20.12 Shift Premium. Employees who work the majority of their hours between the hours of 3:00 p.m. and 11:30 p.m., will receive a shift premium of two dollars and fifty cents (\$2.50) per hour. Effective the first full pay period of October 2021, the premium shall increase to three dollars (\$3.00) per hour. Effective the first full pay period of January 2022, the premium shall increase to three dollars and fifty cents (\$3.50) per hour. Effective the first full pay period of January 2023, the premium shall increase to four dollars (\$4.00) per hour. Effective the first full pay period of January 2024, the premium shall increase to four dollars and fifty cents (\$4.50) per hour. Effective the first full pay period of January 2025, the premium shall increase to five dollars (\$5.00) per hour.

Employees who work the majority of their hours between the hours of 11:00 p.m. and 7:00 a.m., will receive a shift premium of two dollars and fifty cents (\$2.50) per hour. Effective the first full pay period of October 2021, the premium shall increase to three dollars (\$3.00) per hour. Effective the first full pay period of January 2022, the premium shall increase to three dollars and fifty cents (\$3.50) per hour. Effective the first full pay period of January 2023, the premium shall increase to four dollars (\$4.00) per hour. Effective the first full pay period of January 2024, the premium shall increase to four dollars and fifty cents (\$4.50) per hour. Effective the first full pay period of January 2025, the premium shall increase to five dollars (\$5.00) per hour.

Such shift premiums shall be paid only for the actual hours worked during the applicable period for which a shift premium is paid, and only for hours approved by the Employer.

If a day shift employee works beyond his scheduled quitting time, and such work occurs after 3:00 p.m., the employee will be paid the shift premium applicable to employees who work the majority of their hours between 3:00 p.m. and 11:30 p.m. for such additional hours beyond their scheduled quitting time.

A night shift employee who works into the day shift will continue to be paid the night shift differential up to a maximum of four (4) hours.

The Employer may increase shift differentials during the term of this Agreement for a shift(s) and/or classification(s) in accordance with its business needs. The shift differential shall apply only to non-exempt employees.

Section 20.13 Travel/Pay. Except for local travel (i.e. travel within a fifteen (15) mile radius of Mercy St. Vincent's main campus) if an employee is required to travel from their residence to a facility other than their regular work facility or facilities, the Employer will pay such employee consistent with the Fair Labor Standards Act, plus a mileage allowance from and back to their residence based on the IRS mileage allowance. This provision does not apply to an employee who as part of the regular job works at multiple locations.

Section 20.14 Working in Multiple Locations Premium. An employee who as part of their regular job is not required to work at multiple locations will be paid a premium of one dollar (\$1.00) per hour, if they are assigned to work at a location different than their regular work location. The premium provided in this Section applies only to the hours worked at such different location. Locations in this Section refer to different campuses and not to different areas within the same campus. An employee who as part of their regular job is required to work at multiple locations is not eligible for the premium provided.

Section 20.15 Preceptor Pay. The Employer and the Union recognize the value of on the job training (precepting) because of the insights an employee may have into the training process. For purposes of this Section, precepting means that the employee is generally assigned to work side by side with another employee(s) demonstrating the methods or procedures for performing the job, ensuring that the employee is performing the job consistent with the Employer's standards, evaluating with the employee their progress on the job and completing all Employer provided forms for evaluation.

Precepting is distinguishable from familiarizing an employee with a job or department procedures, answering another employee's questions incidental to job performance, and similar functions necessary to orientate a new employee to the daily work functions. The Employer and the Union recognize that such orientation is the joint responsibility of the Employer and employees.

When the Employer selects a seniority employee, whose job responsibilities do not include the training or leading of other employees, to act as a preceptor, the Employer will pay the seniority employee selected a premium of one dollar (\$1.00)cents per hour for all hours worked on that shift as a preceptor. An employee

selected to be a preceptor will participate in any required training or program development necessary to act as a preceptor. Effective the first full pay period in October, 2021 the premium will increase to \$2.00 per hour for all hours worked to an employee selected to act as a preceptor on that shift.

The Employer's agreement that it may select a seniority employee covered by this Agreement to precept another employee(s) does not in any way diminish the Employer's right to have supervisors, managers, or other persons precept or train employees.

Irrespective of any other provision of this Agreement the selection and assignment to job precepting shall be at the Employer's discretion.

For purposes of this preceptor program, if a person employed by an employer other than the Employer is precepted by an employee, the preceptor shall be paid the preceptor premium, provided all other requirements in this Section are met.

Nothing in this Section requires the Employer to pay preceptor pay if an employee is training or working with any student who is being trained as part of their educational requirements.

Employees listed in Attachment G are not eligible for preceptor pay.

Section 20.16 Charge Nurse Differential. The Charge Nurse Differential for Registered Nurses assigned on a daily basis to Charge Nurse responsibilities will be one dollar (\$1.00) per hour worked. The practices for such assignments shall continue to be determined by each unit, provided that to be assigned as Charge Nurse an employee must have at least one (1) year of registered nurse service at the Employer, and preference for such assignment will be given to Union represented employees. Effective the first full pay period in October, 2021, the charge nurse differential for registered nurses assign on a daily basis to Charge Nurse responsibilities will be increased to two dollars (\$2.00) per hour worked.

Section 20.17 Cross-Training Differential. A cross-training differential of \$1.50 per hour will be paid to an employee who meets the guidelines of Attachment I.

Section 20.18 Reassignment Pay. Reassignment pay in effect on October 24, 2009 will be continued according to the policy in effect on such date including the differential of one dollar and fifty cents (\$1.50) per hour. Nurses who are reassigned and nurses who volunteer to be reassigned shall receive the reassignment differential. Clinical Care Coordinators are not eligible for reassignment pay. Effective the first full pay period of October 2021, the reassignment premium shall increase to two dollars (\$2.00) per hour. Effective the first full pay period of January 2022, the premium shall increase to two dollars and fifty cents (\$2.50). Effective the first full pay period of January 2023, the premium shall increase to three dollars (\$3.00). Effective the first full pay period of January 2024, the premium shall increase to three dollars and fifty cents (\$3.50). Effective the first full pay period of January 2025, the premium shall increase to four dollars (\$4.00).

Section 20.20 SANE. Nurses who meet all criteria for Sexual Assault Nurse Examiner (SANE) requirements and are deemed competent shall be paid \$60.00 per hour while functioning in the SANE role.

Section 20.21 Float Pool. There will be two levels of Float Differential. Clinical RN Float 1 in the Float Pool will receive a differential of \$4.00 and must be able to float to Medical/Surgical, Stepdown and Psychiatric units. Clinical RN Float 1 in the Mercy Children's Float Pool will receive a differential of \$.00. Clinical RN Float 2 will receive a differential of \$6.00 and must be able to float to ICUs, Emergency and PACU in addition to the above. Effective on the first full pay period in October, 2021, there will be two levels of Float Differential. Clinical RN Float 1 in the Float Pool will receive a differential of \$10.00 and

must be able to float to Medical/Surgical, Stepdown and Psychiatric units. Clinical RN Float 1 in the Mercy Children's Float Pool will receive a differential of \$10.00. Clinical RN Float 2 will receive a differential of \$12.00 and must be able to float to ICUs, Emergency and PACU in addition to the above.

Section 20.22 Recruiting Incentives. In the event the Employer makes available a recruitment incentive program to its similarly situated, non-union nurses, the Employer will make the same program available on the same terms to the bargaining unit nurses.

Section 20.23 Incentive Shared Success. Employees shall participate in Mercy's Incentive Shared Success Program on the same basis as non-exempt, non-bargaining unit employees.

Section 20.24 Inactive Classifications. As of the dates of this Agreement, the following classifications are either inactive or non-existent. Accordingly, there are no employees in these classifications as of the date of this Agreement. In the event the Employer activates or re-implements one of the following classifications, then the Employer will notify the Union and discuss the applicable pay grade for such classification in accordance with Section 5.7 of this Agreement. The positions are as follows: Ambulatory Case Manager; Ambulatory Nurse Practitioner; Ambulatory Specialty Nurse; Care Process Specialist Orders; Clinical Coordinator-Wound Clinic; Clinical Nurse 3 Float 1; Clinical Nurse 3 Float 2; Clinical Nurse 4 Float 1; Clinical Nurse 4 Float 2; Community Outreach RN; Coordinator Pediatrics Outreach/Trauma Prevention; Critical Care Transport Operations Coordinator; Diabetes Clinical Coordinator; Diabetes Education RN – Grant; Clinical Graduate Nurse Intern; Pediatrics Outreach Education Coordinator; Radiology Nurse Navigator;; RN/EP Tech; Senior Clinical Care Coordinator; Senior Clinical Research RN; Senior Staff RN Float; Weekend RN 1; Weekend RN 2; Weekend RN 3.

Article 21: Insurances

Section 21.1(a) Medical/Dental/Prescription Plans. For the purposes of medical, dental, vision, life, and disability coverages, the Employer uses thirty (30) regularly budgeted hours per week as full-time and fifteen (15) regularly budgeted hours per week as part-time.

Eligible dependent children are defined the same as similarly situated dependent children under Mercy Health's current definition of dependents.

Eligible dependents include:

- Your legally married spouse, and
- Your child(ren) — including adopted child(ren), child(ren) for whom you have guardianship, and stepchild(ren) — up to age twenty-six (26), and older if disabled and incapable of self-support.

Newly added spouses and children will need to provide certification of eligibility including but not limited to proof of marriage, joint residence, and birth certificates for dependent children.

If an employee's spouse or adult dependent is eligible for health insurance coverage through his or her Employer, the employee's spouse or adult dependent is required to be covered by such coverage unless the spouse's or adult dependent's Employer's plan requires the spouse or adult dependent to make a premium payment of greater than \$180 per month for single coverage or if less than \$180 per month for single coverage, has an out of pocket maximum of \$2000 or greater. This amount may be adjusted annually by the Employer. Nothing herein shall prevent any employee's spouse or adult dependent from obtaining secondary coverage under the employee's Hospital coverage as per current practice and as allowable by law. All paperwork in regard to spousal or adult dependent primary coverage must be completed and received by the last day of Open Enrollment or within thirty (30) days of the qualifying event. Failure to complete the necessary paperwork will result in denial of the primary spousal or adult dependent coverage. The spousal exclusion premium amount may be adjusted by the Hospital annually on the same terms and conditions as adjusted for the similarly-situated, non-exempt, non-Union employees at the Hospital provided that the spousal exclusion premium it does not exceed an additional twenty dollars (\$20) per year (up to \$240 cumulative during the term of the Agreement).

The Employer reserves the right, on an annual basis, to adjust the terms and conditions of the plans, co-pays, out-of-pocket maximums, deductibles, HRA contributions, insurance benefit carrier/administrator and, funding of insurance benefits, utilization/case management, dependent verification, health management, and wellness program on the same basis as is done for all similarly-situated, non-exempt, non-Bargaining Unit employees in the Metro Toledo market.

The following employee contribution percentages do not include the tobacco user surcharge. Those employees who do not qualify as tobacco free will pay more annually so their percent contributions will be higher than those listed on the following tables. Effective January 2022, the following tables are the maximum employee premium share rates for each year of the Agreement. Notwithstanding the employee's percentage contribution rate identified, the employee's actual premium share cost or amount shall not increase more than three percent (3%) over what the associate is paying in each year of the Agreement. In no event, however, shall the employees' premium share be greater than that of similarly situated non-Union employees in the Metro Toledo market:

Plus Plan

2021	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	17%	20%	20%	20%
Part-Time	27%	31%	31%	31%
2022	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	13%	15%	15%	15%
Part-Time	21%	24%	23%	24%
The premium contribution amount by employees will be the same in 2022 as it is in 2021				
2023	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	13%	15%	15%	15%
Part-Time	21%	24%	23%	24%
2024	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	14%	16%	16%	16%
Part-Time	22%	25%	24%	25%
2025	Employee	Employee +1	Employee + Child(ren)	Family
Full-time	15%	17%	17%	17%
Part-time	23%	26%	25%	26%

Flex Plan

2021	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	21%	24%	24%	24%
Part-Time	37%	37%	37%	37%
2022	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	16%	18%	18%	19%
Part-Time	28%	29%	28%	28%
The premium contribution amount by employees will be the same in 2022 as it is in 2021				
2023	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	16%	18%	18%	19%
Part-Time	28%	29%	28%	28%
2024	Employee	Employee +1	Employee + Child(ren)	Family
Full-Time	17%	19%	19%	20%
Part-Time	29%	30%	29%	29%
2025	Employee	Employee +1	Employee + Child(ren)	Family
Full-time	18%	20%	20%	21%
Part-time	30%	31%	30%	30%

In addition to the employee premium contribution rates above, any costs relating to the plan designs for the Plus and FlexPlans, such as any co-pays, deductibles and out-of-pocket maximums, will not increase more than six percent (6%) each year from 2022 to 2025.

The Plus Plan provides a Just Contribution which discounts contributions for full-time employees that earn less than \$40,000 annually and part-time employees that earn less than \$21,000 annually. For those employees who earn under \$40,000 annually for full-time and \$21,000 for part-time, the employee's premium percentage contribution rates will be less than employees who make more.

Each employee who elects to cover family members under benefit coverage shall maintain updated information on those dependents on the Hospital enrollment along with certification of dependency status through designated identification/verification forms.

A summary of the medical and prescription plans for 2022 is in Attachment P. The Employer will distribute to the employees in the Bargaining Unit a benefit summary during annual enrollment each year.

Vision Coverage. The Employer shall offer a fully insured vision plan for full time and part time employees. The vision plan will be voluntary and fully paid for by the employee. Plan benefits are subject to the rules and provisions made by the carrier and will be the same as provided to similarly-situated, non-exempt, non-Bargaining Unit employees.

Wellness Program. All full-time and part-time employees that elect medical coverage as well as covered spouses under the medical plan are eligible to participate on a voluntary basis only in the Well-Being program (currently called Be Well) on the same terms and conditions as similarly situated, non-Bargaining Unit employees, including Health Reimbursement Account monies. In the event an employee chooses not to participate, the employee is not eligible for any Well-Being program benefits.

All full-time and part-time employees who elect medical coverage as well as covered spouses under the medical plan shall participate in the Well-Being program (currently called Be Well) on the same terms and conditions as similarly situated, non-Bargaining Unit employees, including Health Reimbursement Account monies and tobacco-free status.

Dental Plan. The Employer will make available to employees dental insurance coverage in accordance with the then applicable plan on the same basis as is provided to similarly-situated, non-exempt, non-Bargaining Unit employees.

Opt Out Credits. There is no opt out credit for either part time or full time employees for health or dental.

Waivers. Services that are not available in Tier 1 will no longer be waived from a Tier 2 provider to a Tier 1 provider.

Immunizations. Effective January 1, 2010, all well baby and childhood immunizations recommended by the American Academy of Pediatrics as of November 1, 2009 will be covered through age 18. Any additional recommendations during the lifetime of the collective bargaining agreement will not be added unless both parties agree.

Flexible Benefits:

Unless otherwise prohibited by law, MSVMC can eliminate any benefit or feature of a health plan design or benefit or eliminate a prescription drug that violates Catholic Ethical and Religious Directives.

During the term of this Agreement, MSVMC may create an "Accountable Care Organization" and a related health plan as an option for unit employees to select during open enrollment. The MSVMC shall have full discretion to design, establish, implement, administer, interpret, amend, establish cost and terminate the ACO and its related health plan.

During the term of this Agreement, MSVMC may create a High Deductible Health Plan also referred to as an Account Base Plan with a Health Reimbursement Account under Section 223 of the Internal Revenue Code as an option for unit employees to select during open enrollment. MSVMC shall have full discretion to design, establish, implement, administer, interpret, amend, and terminate the high deductible health plan.

Tobacco Free Status: Tobacco Free Status will be captured one time annually. Those employees who are not tobacco free and whose covered dependents are tobacco free will pay a surcharge as determined by the

Employer. Those employees and/or covered spouses and dependents who are 18 years old and who are not tobacco free may participate in and complete a designated tobacco cessation program each year at which time the tobacco surcharge will be removed and the employee will be made whole for the year. For 2022 The tobacco surcharge is fifty-five (\$55) per pay. The Employer may adjust the tobacco surcharge in calendar year to the same extent it adjusts the credit for similarly situated, non-exempt, non-Bargaining Unit employees.

Section 21.1(b) Notify Chair for Failure to Pay. The benefits department will notify the Chair of the applicable unit when a second notice is being sent to an employee for failure to pay any and all of their benefits. This notice does not pertain to Continuance of Benefits (COB).

Section 21.1(c). Insurance Coverage Eligibility. An employee is eligible for medical, dental, and prescription coverage beginning with the first day of the month following their date of employment (if hired on the first of a month, coverage is effective the first of the following month), except for transferring employees covered by Article 10, Section 10.1, who are eligible for such coverage immediately upon transfer if they were previously covered by insurance coverage, otherwise eligibility for insurance coverage will be provided the first of the month following the transfer of employment.

Section 21.1(d) Insurance Coverage for Employees on Permanent Layoff. Medical, dental, and prescription coverage for employees on permanent layoff will be continued through the end of the second month following the month in which the layoff occurred.

Section 21.1(e) Insurance Coverage for Employees on Certain Leaves. Medical, dental, and prescription coverage for medical and workers' compensation leaves of absence, including an employee's FMLA leave for personal medical reasons, will be continued until the end of the month following twelve (12) months after the beginning of such leave. Such continuation of coverage shall be offset against the insurance continuation provided by the Employer's policy.

Section 21.1(f) Insurance Coverage for Employees on FMLA Leaves Other Than FMLA Leaves for Personal Illness. Medical, dental, and prescription coverage for FMLA leaves other than personal illness, which is covered by Section 21.1(e), will be continued to the beginning of the month following twelve (12) weeks of such leave. Such continuation of coverage shall be offset against the insurance contribution provided under the Employer's policy.

Section 21.1(g) Insurance Coverage for Other Leaves. Except for Short Term Military Leaves under, and Short Term Union Leaves under Article 11 of this Agreement, and personal leaves, medical, dental, and prescription coverage shall be discontinued at the end of the month in which the leave commences.

Insurance coverage for personal leaves will continue through the end of the month following thirty (30) days of the personal leave.

Section 21.1(h) Insurance Coverage for Short Term Military and Short Term Union Leave. During a Short Term Military Leave and Short Term Union Leave, medical, dental, and prescription coverage will be continued.

Section 21.1(i) Insurance Coverage Discontinuation. For any termination of employment, medical, dental, and prescription coverage shall be discontinued at the end of the month in which the termination occurs.

Section 21.1(j) Prescription Plan. The Employer may periodically modify the prescription drug formulary/clinical rules/refill requirements (including in-house/mail order requirements) so long as such changes do not result in a disruption rate in excess ninety-five percent (95%) prescription drug formulary,

and so long as such modifications are made on the same basis as for all non-Bargaining Unit employees within the Metro Toledo Market.

Section 21.2(a) Life Insurance. Effective January 1, 2016, eligible full and part-time employees will be provided with Life Insurance benefits equal to 1x base income under coverage terms of the then applicable plan.

Section 21.2(b) Accidental Death and Dismemberment (AD&D) Insurance. Accidental death and dismemberment insurance will be provided in an amount equal to life insurance.

Section 21.2(c) Effective Date of Life and AD&D Insurance. Life insurance and accidental death and dismemberment insurance become effective on the first day of the month following the employee's date of hire and terminate the last day of the month in which the employee's employment terminates.

Section 21.2(d) Supplemental Life Insurance. At their expense, employees may enroll for supplemental life insurance according to the Employer's then applicable policy.

Section 21.3 Continuation of Benefits. The Employer will continue its continuation of benefits as provided in the Continuation of Health/Prescription/Dental Coverage attached to this Agreement as Attachment K.

Section 21.4 Retiree Medical Coverages. During the term of this Agreement, retiree medical coverage will be continued, for retirees retiring from October 25, 2003 through October 29 2015, provided that for a retiree under the pension plan who is between ages fifty-five (55) and sixty-five (65), the percentage contribution will be annually increased by the same percentage, if any, of the increase in premiums for the applicable insurance programs provided for active employees. See Attachment J.

Section 21.5 Continuing Insurance Coverage for Employees Retiring During Term of Agreement. During the term of this Agreement, a retiree has the option of continuing medical and prescription coverage (if applicable), provided the retiree makes the applicable premium payment as provided in this Section.

Pre Age Sixty-Five (65). During the term of this Agreement, a current employee who between age fifty-five (55) and age sixty-five (65), who retires with ten (10) or more years of service may continue medical coverage until they attain age sixty-five (65) by electing such coverage and paying the full premium rate set forth on 2022 version Attachment J for the applicable coverage under the applicable plan at the applicable tier. This premium will adjust each year in accordance with the applicable premiums of the medical plans as determined by the Employer in each subsequent year of the Agreement.

During the term of this Agreement, a current employee who is age fifty-five (55) or up to age sixty-five (65), who retires with ten (10) or more years of service, shall be eligible to purchase prescription drugs at any Mercy Health pharmacy at Hospital cost plus a dispensing fee provided they continue medical coverage under this Section.

Section 21.6 Employee Assistance Program. The Hospital shall provide an Employee Assistance Program for all employees.

Article 22: Pension Plans

Section 22.1 Retirement Plans. The Employer's retirement plans for bargaining unit employees (defined contribution and defined benefit plans) in effect on October 29, 2012 will continue to be in effect until December 31, 2013 except as otherwise provided in Section 22.1(a).

Section 22.1(a) Move to Fidelity. The Employer may convert that defined contribution plan from a money purchase plan to a profit sharing plan provided that employer contribution rates do not change except as provided in this Article 22.

Section 22.2 Defined Benefit Plan Changes Effective January 1, 2014.

"Rule of 40 Employees" are defined as employees whose combined total of age and years of vesting service is at least 40 by December 31, 2013.

Effective December 31, 2013, benefits under the defined benefit plan for employees who are not Rule of 40 Employees will be frozen and subsequent increases in their pay and service will not be counted for determining their benefit under the defined benefit plan.

Effective December 31, 2013, benefits under the defined benefit plan for employees who qualify as Rule of 40 Employees which are determined under the defined benefit plan's final average pay formula will be frozen and will not increase thereafter. Effective January 1, 2014, new accruals under the defined benefit plan for eligible Rule of 40 Employees will be determined under a career average pay formula using a 0.9 multiplier for each year. Upon retirement, Rule of 40 Employees will be eligible for the total of their frozen final average pay benefit and their career average pay benefit.

No additional employees will become participants in the defined benefit plan after December 31, 2013.

Other provisions of the defined benefit plan in effect on October 29, 2012 will continue in effect during the term of this Agreement.

Section 22.3 Defined Contribution Plan Changes

"Rule of 40 Employees" are defined as employees whose combined total of age and years of vesting service is at least 40 by December 31, 2013.

NEC Contribution for Non-Rule of 40 Employees. Effective January 1, 2014, eligible employees who are not Rule of 40 Employees will receive an Employer "non-elective contribution" (NEC) equal to the greater of 2% of compensation or \$1,400 for employees who are credited with at least 2,080 hours annually. Employees who are credited with fewer than 2,080 hours but at least 1,000 hours annually will have a prorated minimum benefit (\$1,400 divided by 2,080 multiplied by the number of hours with which the employee was credited). Employees must be employed on the last date of the year to receive this contribution. Employer NEC contributions will be made annually.

NEC Contribution for Rule of 40 Employees. Effective January 1, 2014, eligible employees who qualify as Rule of 40 Employees will receive an Employer "non-elective contribution" (NEC) based on their age and service according to the applicable Plan documents. Employees must be employed on the last date of the year to receive this contribution. Employer NEC contributions will be made annually.

Matching Contribution. Effective January 1, 2014, eligible employees (including those who are and who are not Rule of 40 Employees) will receive an Employer matching contribution of fifty percent (50%) of

their salary deferral 403(b) contributions up to six percent (6%) of their employee compensation, meaning that the maximum employer matching contribution is three percent (3%). The Employer contribution will be made on the same basis as similarly, situated, non-exempt, non-bargaining unit employees in accordance with the then-applicable Plan.

Automatic enrollment and escalation. There will be an annual automatic enrollment at a 1% contribution rate for all new hires and existing non-participating employees, with opt-out rights. There will be an annual automatic escalation of employee contributions of one percent (1%) per year until fifteen percent (15%) is reached, with opt-out rights.

Vesting. Effective January 1, 2014, the defined contribution plan vesting schedule for Employer NEC and matching contributions will change to three (3) year cliff vesting for employees then actively employed and those subsequently hired. Vesting for employees who are not actively employed by the Employer on or after January 1, 2014 will be determined under the prior seven (7) year graded vesting schedule or five (5) year cliff vesting schedule as applicable.

Effective January 1, 2014, overtime pay will be included in the compensation on which Employer NEC and matching contributions are determined.

Effective December 31, 2013, the current 401(a) defined contribution plan into which Employer NEC contributions are made will be frozen and Employer contributions thereafter as required by this Article 22 will be made to the Employer's 403(b) plan. Amounts already in 401(a) plan accounts will continue to be eligible for investment returns.

Section 22.4 Pension Plan Statements to be Furnished. Employees can access their defined benefit statements electronically. The respective vendor will periodically provide defined contribution plan statements electronically or in paper. In addition, the respective vendors will provide investment fund performance update on a periodic basis for funds under the defined contribution plan.

Section 22.5 Vendors and Fund Line Up. The Employer has the right to change defined contribution plan vendors and fund options at any time provided it provides the Union with at least 30 days' notice of the change.

Section 22.6 403(b) Plan Changes. The employer and the union agree that except that the NEC contributions in Section 22.3(c) above and the Employer's matching contribution in Section 22.3(d) above, both of which shall not decrease during the term of this Agreement, the Employer may modify its 403(b) Plan so long as such modifications apply on the same basis to similarly-situated, non-exempt, non-bargaining unit employees. The Employer will provide at least thirty (30) days' notice of any such changes to the Union before they are implemented, and will, upon request, meet and discuss such changes with the Union.

Article 23: Extended Sick Leave Benefit, Short-Term Disability, & Long-Term Disability

Section 23.1 Applicability. The extended sick leave benefit as set forth in this Article shall apply only to those employees hired into or transferred into the bargaining unit before July 1, 2016. These are “grandfathered” employees.” Those employees hired into or transferring into the bargaining unit on or after July 1, 2016 (non-grandfathered employees) will be covered by the Employer’s short-term and long-term disability programs only, they shall not be eligible for the extended sick leave benefit.

Effective the first full pay period following ratification, all full-time and eligible part-time employees (grandfathered and non-grandfathered employees) who have been employed at least six (6) months are eligible for Employer paid short term disability insurance which provides a benefit of sixty percent (60%) of the Employee’s base hourly wage rate or salary, with no weekly maximum. For short-term disability benefits, the elimination period is a week’s worth of scheduled shifts or seven (7) calendar days, whichever is less. Non-grandfathered employees shall use their PTO during the elimination period for short-term disability. If no PTO is available, the time off shall be unpaid. Grandfathered nurses (as defined in Section 23.1 above) shall use their accrued extended sick leave benefit or PTO for the applicable short-term disability elimination period. If neither sick leave or PTO hours are available, the time shall be unpaid. In addition, employees (grandfathered and non-grandfathered) may elect to supplement their short-term disability benefit with PTO or extended sick leave, if applicable, so long as such use of the PTO or extended sick leave does not result in the employee’s disability income exceeding one hundred percent (100%) of the employee’s base income prior to short-term disability. The maximum benefit period for said disability is twenty-six (26) weeks including the elimination period. The short-term disability benefit is based upon employees’ budgeted hours.

The Employer may, at its sole discretion, adjust the eligibility for short-term disability, short-term disability plan designs, short-term disability employee contributions, insurance carrier/administrator, the funding of the short-term disability plan, and other means of providing any short-term disability benefit provided for in this or related Article throughout the course of this Agreement, as long as such changes also apply to similarly-situated, non-exempt, non-union employees of the Employer.

The Employer shall provide a long-term disability plan at no cost to active regular full-time employees. The Employer may, at its sole discretion, adjust the for long-term disability, long-term disability plan designs, long-term disability employee contributions, insurance carrier/administrator, the funding of the long-term disability plan, and other means of providing any long-term disability benefit provided for in this or related Article throughout the course of this Agreement, as long as such changes also apply to similarly- situated, non-exempt, non-union employees of the Employer.

For grandfathered employees on short-term disability leave at the time of ratification of this Agreement, the short-term disability plan in effect on October 24, 2012 will continue in effect.

Section 23.2 Extended Sick Leave After PTO. Full time and part time grandfathered employees (as defined above) accrue paid sick leave, which they are eligible to use for their own personal illness/injury after completion of ninety (90) calendar days of employment. Paid Extended Sick Leave can only be used after an employee has used PTO for the first missed scheduled shift due to personal illness/injury.

Subject to Letter of Agreement No. 5 if a grandfathered employee with accrued Extended Sick Leave transfers from full time or part time to a status other than full time or part time, their accrued Extended Sick Leave will be frozen effective the date of transfer, and they will not accrue Extended Sick Leave while in their new status.

The Employer will give a full time or part time employee transferring to a status in which they will not accrue Extended Sick Leave Benefits notice of such result.

Section 23.3 Accrual of Extended Sick Leave. Full time and part time hourly grandfathered employees will accrue Extended Sick Leave commencing with their first day of employment on the basis of 3.84% or paid hours (10 eight hour days per year for a full time employee working 2,080 hours) up to eighty (80) hours paid in the bi-weekly pay period.

A full time exempt grandfathered employee will receive a bank of 352 hours upon date of hire or transfer into an exempt position. Once sick leave is used, such employee will begin accruing hours based on hours paid as provided in this Section until the maximum bank is reached.

Section 23.4 Extended Sick Leave Accrual Maximum. Unless an employee has been grandfathered under the Employer's policy which became effective in October, 1998, full and part time grandfathered employees (as defined in Article 23.1) can only accumulate up to a maximum bank of 352 hours.

Section 23.4(a) Accrual of Extended Sick Leave Upon Return to Work After Two Consecutive Scheduled Work Days Off Due to Personal Injury or Illness. Grandfathered Employees returning to work after being off two (2) or more consecutive scheduled work days due to personal illness or injury within three (3) scheduled work days, may continue to use accumulated Extended Sick Leave Benefit.

Section 23.5 Physician's Certificate. A physician's certificate may be required to receive Extended Sick Leave Benefits.

Section 23.6 Extended Sick Leave Paid Based on Wages in Effect at Time of Benefit. Extended Sick Leave Benefits are paid based on the grandfathered employee's current base wage rate at the time the Benefit is taken.

Section 23.7 Extended Sick Leave – Overtime Not Computed. Extended Sick Leave Benefits are not used in the computation of overtime.

Section 23.8 Payment of Accrued Extended Sick Leave Benefits Upon Retirement. Grandfathered employees who are eligible for retirement (minimum age of 55 with ten years of vested service) under the Employer's pension plan when they terminate from the Employer's employment will be paid seventy-five percent (75%) of their accrued Extended Sick Leave Benefits.

Section 23.9 Extended Sick Leave Benefits Payable in Increments. Extended Sick Leave Benefits are payable in any increments approved by the Manager/Supervisor.

Section 23.10 Effect of Transfer on Extended Sick Leave Benefits. If a grandfathered employee transfers from an hourly to an exempt position they will automatically be given an accrual of 352 hours. If a grandfathered employee transfers from an exempt position to an hourly position, they will carry the number of Extended Sick Leave Benefit hours that they have at the time of transfer.

Section 23.11 Accrual of Extended Sick Leave Benefits During Temporary Layoff. In the event of a temporary layoff under Article 10, Section 10.5, Extended Sick Leave Benefits will accumulate during such temporary layoff for grandfathered employees.

Section 23.12 Extended Sick Leave Abuse. Excessive or patterned use of Extended Sick Leave Benefits will be evaluated under the Employer's Absence Control Policy.

Section 23.13 Extended Sick Leave During Holidays. Holidays under this Agreement which occur while a grandfathered employee is absent and receiving Extended Sick Leave Benefits will be paid as Extended Sick Leave Benefits.

Section 23.14 Extended Sick Leave Benefits Paid on Basis of Employee's Budgeted Hours. Extended Sick Leave Benefits are paid on the basis of a grandfathered employee's budgeted hours per work day missed, up to a maximum of forty (40) hours per week.

Section 23.15 Opt. Out. On an annual basis, during open enrollment for benefits, grandfathered employees may elect to forfeit their remaining Extended Sick Leave Benefit hours and further participation in the Extended Sick Leave Benefit. Such grandfathered employee shall thereafter be considered a non-grandfathered employee and will participate in the Employer's short-term and long-term disability programs.

Article 24: Tuition Reimbursement

Section 24.1 Tuition Reimbursement. The Employer will provide tuition reimbursement plans to nurses covered by this Agreement in Accordance with the then-existing tuition reimbursement policy Tuition Assistance Program. . Notwithstanding the aforementioned policy, an employee who applies for and is approved to participate in the tuition reimbursement program, and who receives discipline (except termination of employment) while participating in the program, shall be permitted to complete the course work the employee is currently enrolled in before losing eligibility to participate in the tuition reimbursement program.

Section 24.2 Tuition Reimbursement for Mandatory Education Classes/Courses. The Employer will reimburse employees required to take mandatory education classes/courses according to the policy. Mandatory education are classes/courses required to maintain the nurses' competency for their position. Employees will be reimbursed for the cost of such class(es)/course(s). The department manager will schedule nurses for mandatory education classes/courses. If, however, the nurse does not pass the mandatory education class/course, the nurse is responsible for the cost of the class/course. Continuing Education Units (CEUs) are the nurse's responsibility and are not covered.

Section 24.3 Reimbursement for Certification Exam Fee. The American Board of Nursing Specialties (ABNS) Organizations for which the Employer will reimburse the exam fee are set forth in Attachment H. Registered nurses will be reimbursed for the cost of nationally recognized certification/recertification exam fee in their area of specialty. The nurse must receive written approval from their manager prior to starting the certification process, and pass the exam and submit documentation to their manager of successful certification.

Section 24.4 Loan Forgiveness. Registered nurses may participate in the student loan repayment program in accordance with the Employer's then-existing policy, Student Loan Repayment Program. .

Article 25: Employer Sponsored Plans

Section 25.1 Employer Sponsored Plans. The Employer may provide bonus (including Success Sharing Program), reward, suggestion, or other Employer programs for bargaining unit employees on the same basis as non-bargaining unit employees. The Employer will share the criteria annually with the union.

Article 26: Fitness for Duty/Drug Policy/Infection Control Surveillance

Section 26.1 Mutual Agreement to Maintain a Safe Working Environment. The Employer and the Union agree to provide a safe working environment and to ensure employees are fit for duty to protect the health and safety of patients, employees, and visitors. Although the parties recognize that drug and alcohol addiction is a disease process and commit themselves to assist addicted employees with appropriate treatment, employees nonetheless assume the primary responsibility for reporting to work fit for duty and the disciplinary consequences for failure to do so. The terms of the Fitness for Duty Policy are outlined in policy BSMH-HR-STWB_002 and are incorporated into this agreement by reference, in addition to Attachment M of this agreement. Attachment M, Article 26 and policy BSMH-HR-STWB_002 are parallel policies. As a general rule, they should all be read together, but where a direct conflict in a specific provision occurs, the CBA should be referenced.

Section 26.2(a) Drug/Alcohol/Fitness Duty Program. As part of meeting its responsibility set forth in Section 26.1, the Employer prohibits the manufacture, distribution, acquisition, dispensation (unless part of the employee's job responsibilities), or possession of unlawful drugs by an employee. In addition, the Employer prohibits the use of unlawful drugs, or the lawful use of drugs or alcohol which impairs job performance.

For purposes of this Section, drug is defined as any substance which may impair mental or motor functions including but not limited to illegal drugs, controlled substances, designer drugs, synthetic drugs, look alike drugs, and prescription drugs which impair the employee's fitness to perform his job responsibilities.

If a Director or Manager/Supervisor finds evidence that an employee appears unfit for duty, due to a perceived impairment possibly resulting from the use of drugs or alcohol, they will send the employee to Occupational Health Services or the Emergency Department for testing and determining their fitness for duty. In doing so the guidelines under Attachment M will be followed. All expenses for the examination will be paid by the Employer.

If the employee refuses to comply with the Director's or Manager's/Supervisor's direction, the employee will be suspended, but prior to doing so, the Director or Manager/Supervisor will consult with the applicable steward, alternate, or Bargaining Committee member. Such refusal and unfitness for duty may result in disciplinary action, which is subject to review under the Grievance Procedure.

The Employer will refer an employee who has been determined to be in violation of the Employer's drug and alcohol policy for rehabilitation. Failure of an employee to participate in or complete such program may be considered in evaluating discipline for an employee.

Employees may use legal medication or drugs prescribed by a licensed practitioner, provided that such usage does not adversely affect the employee's fitness for duty or endanger the health and safety of the employee or others.

Section 26.2(b) Supervisor Training. The Employer recognizes that it has a responsibility for providing to its Directors or Managers/Supervisors training in evaluating whether an employee appears unfit for duty possibly due to the use of drugs or alcohol.

Section 26.2(c) Use of Medication. Employees may use legal medication or drugs prescribed by a licensed practitioner, provided that such usage does not adversely affect the employee's fitness for duty or endanger the health and safety of the employee or others.

Section 26.2(d) Off Duty Testing. While an employee is not at work, they will only be contacted to report back to work for drug testing if there is a drug accountability issue related to the employee's job. In such event, the employee will be guaranteed a minimum of two (2) hours pay for time involved in such drug testing, and all such hours will be considered hours worked.

Section 26.3 Testing of Employees Operating Vehicles. The Employer employs employees who, as part of their job responsibilities, drive vans, cars or other commercial vehicles. Because of the risk posed by such employees to themselves and the general public, and the Employer's potential liability, any employee driving such vehicles must annually have a pre-scheduled physical examination on Employer paid time, including drug and alcohol screen, to determine such employee's fitness for duty. Any such employee determined to be using drugs or alcohol as defined above will meet with Human Resources and the Chairperson of the Bargaining Unit to review their individual situation. Such testing may be used for discipline, and additionally employees determined to be using drugs as defined above will be required to participate in and complete an employee assistance program as a condition of employment.

Section 26.4 Infection Control Surveillance Policy. In select instances of outbreak or identification of an unusual organism of epidemiological significance, culturing of employees may be warranted.

The Employer, therefore, reserves the right to have employees tested for purposes of investigation of infection problems. Prior to doing such testing, the Employer will advise the Chairperson of the Bargaining Committee of the reasons for such testing and the employees to be tested.

Article 27: General

Section 27.1 Non-Discrimination. The Employer and the Union recognize their respective responsibilities under federal and state law relating to fair employment practices, which relate to non-discrimination because of race, religion, color, age, sex, sexual orientation, union activities, national origin, or against any employee who is disabled as defined for purposes of the American with Disabilities Act and similar Ohio law.

Section 27.2 Contract Booklet. The Employer agrees to print this Agreement within ninety (90) days of execution of the Agreement by the parties under Article 28 of the Agreement and the Employer will make a reasonable effort to provide a copy of the Agreement to each employee and obtain such employee's signature acknowledging receipt.

Section 27.3 Union Bulletin Boards. The Employer agrees to furnish and maintain five (5) locked bulletin boards at Mercy St. Vincent Medical Center, including one (1) at the Regional Heart and Vascular Center, one (1) at the St. Vincent's Mercy Cancer Center located at the Mercy St. Anne Hospital, and one (1) locked bulletin board at any facility which has more than ten (10) employees. Notices shall be restricted to the following types:

- Notices of Union recreational and social affairs;
- Notices of Union bargaining unit elections, appointments, and results of those Union elections; *and*
- Notice of Union meetings.

Section 27.4 Office for Union's Use. The Employer will continue to provide space similar to the space provided for use by the Union's Bargaining Committee for the administration of this Agreement. The Employer will furnish the office(s) with desks, partitions, chairs, a phone for local service, and a filing cabinet for the Bargaining Committee.

Section 27.5(a) Payday. Payday shall be every two (2) weeks. For employees hired on July 1, 2000 or thereafter, pay shall be by direct deposit to any financial institutions of an employee's choosing. The Union will encourage employees hired before July 1, 2000 to enroll in direct deposit to any financial institutions of the employee's choosing. Effective the first full pay period following January 1, 2020, all employees shall receive pay via direct deposit. The actual day of pay day shall be determined by the Employer, provided that the Employer will give the Union at least thirty (30) days' notice of any change in such date, and provided further that the pay period will not be longer than two weeks.

Section 27.5(b) Pay Check Error. If the Employer is in error on an employee's pay check of seven (7) hours or more, and the employee notifies the designated payroll person in his department on or before 10:00 a.m. on the Tuesday following the pay day, the Employer will make the employee whole and issue a check to the employee on the following Thursday by Noon. If the error is less than seven (7) hours or notification is later than such Tuesday at 10:00 a.m., the amount shall be paid in the following pay. If the Employer changes the pay day, after October 6, 2000, the dates on which errors are to be reported shall be adjusted by a number of days equal to the number of days the pay day was changed.

If the error results from an employee error, the amount shall be paid in the following pay.

Section 27.5(c) Voluntary Payroll Deductions. Voluntary payroll deductions in variable amounts of no less than one dollar (\$1.00) are permissible in accordance with the Employer's payroll practices.

Section 27.6 Employee List. On a monthly basis the Employer shall provide an electronic report to the Union listing all bargaining unit employees. This listing will include the classification, department, seniority date, and status of each employee. In addition, the Employer shall provide, on a monthly basis, reports listing all new hires, terminations, transfers within the Mercy system, retirements, leaves of absence and changes in classification, status, bargaining unit, name or address of all bargaining unit employees, and those employees who are not tendering to the Union the uniform initiation fee and the financial core membership dues permitted by law.

Section 27.7 Union Orientation. Subject to the parties' Memorandum of Understanding on Virtual Orientation (attached hereto as MOU No. 2) the Chairperson of the Bargaining Committee, or designee, shall be allowed to participate in the orientation process for new employees hired into positions within the bargaining unit. Such participation shall be at times and places determined by the Employer within the employee's probation period, and shall be arranged to cover as many new employees as possible at the same time.

Section 27.8 Uniforms. The Employer agrees to provide, maintain, and launder an appropriate supply of scrub suits for employees working in the following areas: Surgery (Operating Room, Recovery Room, and Anesthesia), Labor and Delivery, including NICU, Central Service/Sterile Processing, Burn Unit, Hemodialysis, the Pharmacy Hood area, and other areas as required by the Employer consistent with OSHA or similar state regulatory agency regulations.

The color of the scrubs or uniforms to be worn by disciplines, as well as jackets and other work clothing and apparel, are set forth in Attachment Q to this Agreement. The colors in Attachment Q are required to be worn by employees by September 1, 2019. On a one-time basis, the Employer will provide RNs with a voucher for two (2) uniforms (four (4) pieces) from an approved vendor in connection with the uniform changes initiated in 2018. To the extent that the Employer has already reimbursed a RN for the purchase of a uniform in 2018, such employee shall be entitled to one (1) uniform voucher (two (2) pieces) from the Employer.

As of September 1, 2019, each employee's uniforms shall contain the Mercy Health logo. The Employer's approved providers will include the logo uniforms purchased by employees. Following ratification, each employee will receive a twenty dollar (\$20.00) credit at the Hospital's Gift Shop to use solely for adding a Mercy Health logo to a uniform. This credit must be used before 5:00 p.m. on August 30, 2019, or it will expire.

If, during the life of this Agreement, the Employer changes the logo, the Employer will provide employees with vouchers for two (2) uniforms (four (4) pieces) to obtain the new logos.

In addition to the foregoing, all nurses shall abide by the Employer's then-existing Professional Image Policy, except that Mercy Children's Hospital nurses shall be permitted to wear holiday appropriate scrub tops during the week before and day of the following holidays: Valentine's Day; St. Patrick's Day; Easter Day; Independence Day; Halloween Day; Thanksgiving Day; and Christmas Day.

Upon request, a nurse may request that their last name be removed from their identification badge.

The Employer agrees to provide scrub suits to pediatric nurses required to sit with or guard patients in the adult population.

The Employer agrees to provide protective clothing for employees who may be assigned to do work where protective clothing is required.

Additionally, employees regularly assigned to work outside in rain or cold weather shall have available for their use cold weather gear and raincoats.

The Employer shall clean jackets, smocks, aprons, lab coats, shoes and personal clothing which become soiled by blood/body fluids.

An employee has the responsibility, where required, to wear protective clothing correctly. Failure to do so will result in discipline unless the Employer has not made the protective clothing available.

Section 27.9 Personnel Records. Employees shall be permitted to review their Employer maintained personnel file twice each calendar year by contacting the Associate Service Center. Such review will be in must be arranged twenty-four (24) hours in advance of the proposed review, excluding Saturdays, Sundays and holidays under this agreement. An employee wishing to have a copy of any document in his personnel file shall be furnished a copy at the Employer's expense, unless the employee is requesting documents previously furnished to him. In the event that any portion of the Employee's personnel file is stored only electronically, then the Employer will provide computer access for the Employee to review any such electronically stored record, and will print a copy thereof upon the Employee's request.

Such personnel file for review shall not include any medical records or employee references supplied to the Employer if the identity of the person making the reference would be disclosed. The Union understands that any information that is kept separately from other records and relates to an investigation by the Employer, and any records relating to a grievance investigation which are kept separately will not be included in the personnel file.

Section 27.10 Transitional Work. Employees shall participate in the Employer's Transitional Work Program on the same basis as provided in Attachment E.

Section 27.11 Wage Assignments/Garnishments. If the Employer is required by law to withhold court ordered wage assignment and garnishments, such information will not become a part of the employee's personnel file.

Section 27.12 Adverse Weather. In the event of adverse weather conditions, the Employer's policy provided in Attachment F shall be followed during the term of this Agreement.

Section 27.13 Employee Parking. During the term of this Agreement, the Employer agrees to continue its practice of providing employees with free parking. Employees shall park only in those areas designated for employee parking by the Employer. In the event that the Employer determines that parking areas have to be changed from the areas in effect on October 30, 2018, the Employer will give the Union 30-days' notice of that change, and agrees that any such change made will be made in a similar manner for both bargaining unit employees and non-bargaining unit employees in positions comparable to those positions in the bargaining unit.

Section 27.14 Supplies and Equipment. The Employer and the Union and the employees covered by this Agreement agree that they have a shared responsibility for maintaining adequate supplies for patient care, and to take measures aimed at assuring that equipment is reliable and properly maintained. The Employer recognizes that as part of its management responsibility it is to adopt policies having an objective of providing adequate supplies such as latex free gloves, blood pressure cuffs, thermometers, towels and linens. The ultimate responsibility for determining the adequacy of or need for, or brand/type of any supplies rest with the Employer.

Section 27.14(a) Supply Level and Handling. The employee's responsibility is to file a written notice with the Employer when he believes that there is a shortage of a supply, provided the employee first follows the department/unit procedure for acquiring supplies. Additionally, it is the employee's responsibility to handle and use all equipment and supplies in a safe, competent manner to avoid damage to the equipment or supplies, or, injury to himself. An employee must report on a written form furnished by the Employer all breakage or damage to equipment, including the circumstances, if known, which relate to such breakage or damage, and any equipment determined to be missing.

Section 27.15(b) Equipment Training. The Employer recognizes as part of its management responsibility to provide adequate training on new equipment and, the employee recognizes their responsibility to attend such training. To accomplish the responsibilities of both the Employer and the employee, the Employer will attempt to schedule training in such a manner that it is available on all shifts; however, it is recognized that, because of vendor accessibility, number of employees to be trained, or other factors, training may be required at times other than during an employee's regularly scheduled work hours.

Section 27.16 Postings. In order to assure an atmosphere that is essential to proper patient care, to prevent unnecessary interruptions to facility operation, to protect security of the facility premises and to promote the interests of cleanliness, neatness and appearance of the facilities, there shall, within the Employer's facilities, be no distribution during an employee's working time or in work areas of the Employer or posting by employees, or by the Union, or its representatives, or employees covered by this Agreement, of any pamphlets, advertising or political material, notices, or any kind of non-work-related literature, except as provided in Article 27, Section 27.3 regarding bulletin boards.

Section 27.17 Confidentiality. Employees and the Union recognize that the confidentiality for both patients and employees is a critically important aspect of the way the Employer does business.

Accordingly, employees are expected to maintain the confidentiality of their patients or family members and fellow employees. Unless it is necessary as a function of their job, employees should not access or disclose information about the condition, performance, or personal affairs of patients or family members or other employees. Employees must refrain from discussing the condition, performance or personal affairs of patients, their family members, visitors or other employees. It is expected that prohibited discussions of confidential information will not occur at any time.

Any act of dishonesty to a patient by an employee, or any accessing or disclosure of confidential information by an employee to a patient or a fellow employee or any unauthorized person which is not made in the course of the employee's duty to the Employer shall be a breach of duty. Breach of these rules of confidentiality is subject to discipline, provided that an employee may file a grievance regarding whether he engaged in such conduct under the Grievance Procedure.

Section 27.18 Evaluations. Each employee in the bargaining unit shall receive an evaluation of his work performance at the end of his probationary period and at least annually thereafter through an electronic documented "Check-In" process. The check-in shall be reviewed with the employee by his supervisor or manager. Specific recommendations for improvement in job performance may be made in the check-in or explained to the employee. An employee will be given the opportunity to add comments to the check-in. If the employee disagrees with the check-in, he may submit a documented response through the comments feature in the check-in.. Check-ins may not be used as a step in the disciplinary procedure.

Section 27.19 Notice of Agency/Temporary Use. A representative of the Employer will notify the Steward and/or member of the Bargaining Committee as soon as possible when agency or temporary employees are to be used in a department or unit. Under this Section, if agency or temporary employees

are to be used during a specified period of time, the Employer may give the Steward or Bargaining Committee member a single notice covering such use.

Section 27.20 Continuation of Nursing Programs. The following programs in effect on October 15, 2000 will be continued during the term of this Agreement: Nursing Career Ladder.

Section 27.21 Invalidation of Provisions. Should any part hereof contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such validation of such part or portion of this Agreement shall not invalidate the remaining portion hereof, and such remaining portion shall remain in full force and effect. Those portions of this Agreement which are invalidated as aforesaid shall be subject to immediate negotiations.

Section 27.22 Peer Interviewing. If the Employer elects to use a staff interviewing process for filling non-bargaining unit positions, or bargaining unit positions which involve new hires into the bargaining unit, on the Employer's request, Union represented employees will participate in the interview process for filling such positions.

Section 27.23 Worker Memorial Recognition. MSVMC and UAW Local 2213 agreed Management and Union representatives will participate jointly in lowering the flag to half-staff each year on April 28 for the term of the current Agreement.

Section 27.24 Elections of Union Representatives. The Employer will permit the Union to conduct elections for representatives under Article 9 on the Employer's premises. To the extent feasible, supervisors will not be in the polling area. The Employer agrees to this arrangement because of the Union's guarantees that there will be no political activity by candidates during work time or in any patient care area, employees will vote on their non-work time, the election will be held in a mutually agreed place(s), the election process will not in any way affect patient care or cause any disruption on the premises or in the Employer's services. Additionally, the Union agrees that there will be no loitering in the polling area. However, the Employer recognizes that candidates may remain in the polling area during the election process, provided they are orderly and their conduct does not cause any disruption on the premises.

The poll times and date will be designated by the Union, subject to the Employer suggesting alternatives if the times and dates are disruptive to the services provided by the Employer.

Section 27.25 Just Culture. MSVMC and the UAW agree to work collaboratively to educate and promote the Mercy Just Culture work environment.

Article 28: Duration

Section 28.1 Duration of Agreement This Agreement shall become effective upon ratification by the Union, unless otherwise agreed to by the parties for the implementation of specific provisions, and continue in full force and effect until 11:59 p.m. July 31, 2025 and from year to year thereafter unless written notice is given by one party to the other of an intention to terminate, modify, or amend this Agreement ninety (90) days prior to July 31, 2025 or any subsequent anniversary date. A notice of intention to terminate, modify or amend this Agreement shall constitute a notice of termination, so that the Agreement will terminate on its expiration date, unless extended by the Employer and the Union.

For the Union:

Susan Rottler
Sharon Mayfield
Fatouma McDonald
Gina Lyons
Chad Cattell
K. J. [Signature]

For the Hospital:

Emily Niemi-Brandhoff

Attachment A: Pay Scale for RN Bargaining Unit Position

2021

		YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
2021	Job Title/ Classification	Pay Grade and Pay Range																			
585N03W	Ambulatory Pediatric Clinical Research (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
735N00W	Ambulatory RN (Union W)	UWR01	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13
790N00W	Base Site Nursing Leader (Union W)	UWR04	33.08	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24
555P02W	BHI Access Clinician RN (Union W)	UWR02	30.00	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85
510Q0BW	Cancer Center Education Coord (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
610T02W	Cardiovascular Clinical Coord (Union W)	UWR04	33.08	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24
860N00W	Care Coord Center Coordinator (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
110P1CW	Carepath Credentialed Trainer (Union W)	UWFR00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
505N00W	Case ManagerUR (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
860N01W	Clinical Care Coordinator (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
530N04W	Clinical Data Researcher (Union W)	UWR01	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13
740N06W	Clinical Lead Nurse (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
790N01W	Clinical Lead Occ Health (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
740N07W	Clinical Nurse 2 (Union W)	UWR02	30.00	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85
740N07WWE	Clinical Nurse 2 WEO (Union W)	UWR02	30.00	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85
760N00W	Clinical Nurse 2-First Asst (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
740N0BW	Clinical Nurse 2Float 1 (Union W)	UWR02	30.00	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85
740N01W	Clinical Nurse 2Float 2 (Union W)	UWR02	30.00	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85
740N08W	Clinical Nurse 3 (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
740N0MW	Clinical Nurse 3 Float 1 (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
740N0GW	Clinical Nurse 3 Float 2 (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
740N08WWE	Clinical Nurse 3 WEO (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
740N09W	Clinical Nurse 4 (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
740N0OW	Clinical Nurse 4 Float 1 (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
740N0HW	Clinical Nurse 4 Float 2 (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
740N09WWE	Clinical Nurse 4 WEO (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
P85R00W	Clinical Nurse Specialist (Union W)	UWR07	45.22	46.12	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58
585N00W	Clinical Research Nurse (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
700N03W	Community Health Affairs RN (Union W)	UWR01	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13
740N0EW	Critical Care Transport Nurse (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
740N0PW	Critical Care Transport Nurse 3 (Union W)	UWR04	33.08	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24
740N0QW	Critical Care Transport Nurse 4 (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
510N12W	Diabetes Educator RN (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
700Q01W	Emergency Ops Nurse Coord (Union W)	UWR06	36.47	37.19	37.94	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08
630N00W	ET Nurse Clinician (Union W)	UWR04	33.08	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24
845N00W	Infection Preventionist (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
510N00W	Lactation Consultant (Union W)	UWR04	33.08	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24
C45N02W	Lead Clinical Doc Specialist (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
510Q01W	Life Flight Education Coord (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
515N00W	Medical Home Liaison (Union W)	UWR01	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13
505N01W	Neuroscience Case Manager (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
740N0FW	NICU Crit Care Transport RN (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
740N0RW	NICU Crit Care Transport RN 3 (Union W)	UWR04	33.08	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24
740N0SW	NICU Crit Care Transport RN 4 (Union W)	UWR05	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60
815N03W	Nurse Extern (Union W)	UWFR01	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
715N03W	Nurse Extern Residency (Union W)	UWFR02	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
P65R00W	Nurse Practitioner (Union W)	UWR07	45.22	46.12	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58
P65R01W	Nurse Practitioner/Wound Care (Union W)	UWR07	45.22	46.12	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58
505N03W	Nursing Case Manager (Union W)	UWR03	31.50	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99
575N02W	Oncology Nurse Navigator (Union W)	UWR04	33.08	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24
515Q11W	Palliative Care Coordinator (Union W)	UWR06	36.47	37.19	37.94	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08
700Q00W	Parish Nurse Coordinator (Union W)	UWR01	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46										

2022

		YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
2022	Job Title/ Classification	Pay Grade and Pay Range																			
585N03W	Ambulatory Pediatric Clinical Research (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
735N00W	Ambulatory RN (Union W)	UWR01	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88
790N00W	Base Site Nursing Leader (Union W)	UWR04	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18
555P02W	BHI Access Clinician RN (Union W)	UWR02	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70
510Q0BW	Cancer Center Education Coord (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
610T02W	Cardiovascular Clinical Coord (Union W)	UWR04	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18
860N00W	Care Coord Center Coordinator (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
110P1CW	Carepath Credentialed Trainer (Union W)	UWFR00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
505N00W	Case ManagerUR (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
860N01W	Clinical Care Coordinator (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
530N04W	Clinical Data Researcher (Union W)	UWR01	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88
740N06W	Clinical Lead Nurse (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
790N01W	Clinical Lead Occ Health (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
740N07W	Clinical Nurse 2 (Union W)	UWR02	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70
740N07WWE	Clinical Nurse 2 WEO (Union W)	UWR02	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70
760N00W	Clinical Nurse 2-First Asst (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
740N0BW	Clinical Nurse 2Float 1 (Union W)	UWR02	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70
740N01W	Clinical Nurse 2Float 2 (Union W)	UWR02	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70
740N08W	Clinical Nurse 3 (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
740N0MW	Clinical Nurse 3 Float 1 (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
740N0GW	Clinical Nurse 3 Float 2 (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
740N08WWE	Clinical Nurse 3 WEO (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
740N09W	Clinical Nurse 4 (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
740N0QW	Clinical Nurse 4 Float 1 (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
740N0HW	Clinical Nurse 4 Float 2 (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
740N09WWE	Clinical Nurse 4 WEO (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
P85R00W	Clinical Nurse Specialist (Union W)	UWR07	46.12	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87
585N00W	Clinical Research Nurse (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
700N30W	Community Health Affairs RN (Union W)	UWR01	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88
740N0EW	Critical Care Transport Nurse (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
740N0PW	Critical Care Transport Nurse 3 (Union W)	UWR04	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18
740N0QW	Critical Care Transport Nurse 4 (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
510N12W	Diabetes Educator RN (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
700Q01W	Emergency Ops Nurse Coord (Union W)	UWR06	37.19	37.94	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12
630N00W	ET Nurse Clinician (Union W)	UWR04	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18
845N00W	Infection Preventionist (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
510N00W	Lactation Consultant (Union W)	UWR04	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18
C45N02W	Lead Clinical Doc Specialist (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
510Q01W	Life Flight Education Coord (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
515N00W	Medical Home Liaison (Union W)	UWR01	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88
505N01W	Neuroscience Case Manager (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
740N0FW	NICU Crit Care Transport RN (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
740N0RW	NICU Crit Care Transport RN 3 (Union W)	UWR04	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18
740N0SW	NICU Crit Care Transport RN 4 (Union W)	UWR05	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59
815N03W	Nurse Extern (Union W)	UWFR01	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50	25.50
715N03W	Nurse Extern Residency (Union W)	UWFR02	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60	30.60
P65R00W	Nurse Practitioner (Union W)	UWR07	46.12	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87
P65R01W	Nurse PractitionerWound Care (Union W)	UWR07	46.12	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87
505N03W	Nursing Case Manager (Union W)	UWR03	32.13	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89
575N02W	Oncology Nurse Navigator (Union W)	UWR04	33.74	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18
515Q11W	Palliative Care Coordinator (Union W)	UWR06	37.19	37.94	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12
700Q00W	Parish Nurse Coordinator (Union W)	UWR01	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63						

2023

		YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
2023	Job Title/ Classification	Pay Grade and Pay Range																			
585N03W	Ambulatory Pediatric Clinical Research (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
735N00W	Ambulatory RN (Union W)	UWR01	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63
790N00W	Base Site Nursing Leader (Union W)	UWR04	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15
555P02W	BHI Access Clinician RN (Union W)	UWR02	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58
510Q0BW	Cancer Center Education Coord (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
610T02W	Cardiovascular Clinical Coord (Union W)	UWR04	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15
860N00W	Care Coord Center Coordinator (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
110P1CV	Carepath Credentialed Trainer (Union W)	UWFR00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
505N00W	Case ManagerUR (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
860N01W	Clinical Care Coordinator (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
530N04W	Clinical Data Researcher (Union W)	UWR01	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63
740N06W	Clinical Lead Nurse (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
790N01W	Clinical Lead Occ Health (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
740N07W	Clinical Nurse 2 (Union W)	UWR02	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58
740N07WWE	Clinical Nurse 2 WEO (Union W)	UWR02	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58
760N00W	Clinical Nurse 2-First Asst (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
740N0BW	Clinical Nurse 2Float 1 (Union W)	UWR02	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58
740N01W	Clinical Nurse 2Float 2 (Union W)	UWR02	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58
740N08W	Clinical Nurse 3 (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
740N0MW	Clinical Nurse 3 Float 1 (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
740N0GW	Clinical Nurse 3 Float 2 (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
740N08WWE	Clinical Nurse 3 WEO (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
740N09W	Clinical Nurse 4 (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
740N0OW	Clinical Nurse 4 Float 1 (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
740N0HW	Clinical Nurse 4 Float 2 (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
740N09WWE	Clinical Nurse 4 WEO (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
P85R00W	Clinical Nurse Specialist (Union W)	UWR07	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19
585N00W	Clinical Research Nurse (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
700N30W	Community Health Affairs RN (Union W)	UWR01	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63
740N0EW	Critical Care Transport Nurse (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
740N0PW	Critical Care Transport Nurse 3 (Union W)	UWR04	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15
740N0QW	Critical Care Transport Nurse 4 (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
510N12W	Diabetes Educator RN (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
700Q01W	Emergency Ops Nurse Coord (Union W)	UWR06	37.94	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12	54.19
630N00W	ET Nurse Clinician (Union W)	UWR04	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15
845N00W	Infection Preventionist (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
510N00W	Lactation Consultant (Union W)	UWR04	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15
C45N02W	Lead Clinical Doc Specialist (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
510Q01W	Life Flight Education Coord (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
515N00W	Medical Home Liaison (Union W)	UWR01	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63
505N01W	Neuroscience Case Manager (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
740N0FW	NICU Crit Care Transport RN (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
740N0RW	NICU Crit Care Transport RN 3 (Union W)	UWR04	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15
740N0SW	NICU Crit Care Transport RN 4 (Union W)	UWR05	36.13	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61
815N03W	Nurse Extern (Union W)	UWFR01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01	26.01
715N03W	Nurse Extern Residency (Union W)	UWFR02	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21	31.21
P65R00W	Nurse Practitioner (Union W)	UWR07	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19
P65R01W	Nurse Practitioner/Wound Care (Union W)	UWR07	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19
505N03W	Nursing Case Manager (Union W)	UWR03	32.77	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81
575N02W	Oncology Nurse Navigator (Union W)	UWR04	34.41	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15
515Q11W	Palliative Care Coordinator (Union W)	UWR06	37.94	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12	54.19
700Q00W	Parish Nurse Coordinator (Union W)	UWR01	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31						

2024

		YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
2024	Job Title/ Classification	Pay Grade and Pay Range																			
585N03W	Ambulatory Pediatric Clinical Research (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
735N00W	Ambulatory RN (Union W)	UWR01	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41
790N00W	Base Site Nursing Leader (Union W)	UWR04	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13
555P02W	BHI Access Clinician RN (Union W)	UWR02	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47
510Q0BW	Cancer Center Education Coord (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
610T02W	Cardiovascular Clinical Coord (Union W)	UWR04	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13
860N00W	Care Coord Center Coordinator (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
110P1CW	Carepath Credentialed Trainer (Union W)	UWFR00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
505N00W	Case ManagerUR (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
860N01W	Clinical Care Coordinator (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
530N04W	Clinical Data Researcher (Union W)	UWR01	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41
740N06W	Clinical Lead Nurse (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
790N01W	Clinical Lead Occ Health (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
740N07W	Clinical Nurse 2 (Union W)	UWR02	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47
740N07WWE	Clinical Nurse 2 WEO (Union W)	UWR02	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47
760N00W	Clinical Nurse 2-First Asst (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
740N0BW	Clinical Nurse 2Float 1 (Union W)	UWR02	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47
740N01W	Clinical Nurse 2Float 2 (Union W)	UWR02	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47
740N08W	Clinical Nurse 3 (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
740N0MW	Clinical Nurse 3 Float 1 (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
740N0GW	Clinical Nurse 3 Float 2 (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
740N08WWE	Clinical Nurse 3 WEO (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
740N09W	Clinical Nurse 4 (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
740N0OW	Clinical Nurse 4 Float 1 (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
740N0HW	Clinical Nurse 4 Float 2 (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
740N09WWE	Clinical Nurse 4 WEO (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
P85R00W	Clinical Nurse Specialist (Union W)	UWR07	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19	68.53
585N00W	Clinical Research Nurse (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
700N30W	Community Health Affairs RN (Union W)	UWR01	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41
740N0EW	Critical Care Transport Nurse (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
740N0PW	Critical Care Transport Nurse 3 (Union W)	UWR04	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13
740N0QW	Critical Care Transport Nurse 4 (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
510N12W	Diabetes Educator RN (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
700Q01W	Emergency Ops Nurse Coord (Union W)	UWR06	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12	54.19	55.27
630N00W	ET Nurse Clinician (Union W)	UWR04	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13
845N00W	Infection Preventionist (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
510N00W	Lactation Consultant (Union W)	UWR04	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13
C45N02W	Lead Clinical Doc Specialist (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
510Q01W	Life Flight Education Coord (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
515N00W	Medical Home Liaison (Union W)	UWR01	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41
505N01W	Neuroscience Case Manager (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
740N0FW	NICU Crit Care Transport RN (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
740N0RW	NICU Crit Care Transport RN 3 (Union W)	UWR04	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13
740N0SW	NICU Crit Care Transport RN 4 (Union W)	UWR05	36.85	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64
815N03W	Nurse Extern (Union W)	UWFR01	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53	26.53
715N03W	Nurse Extern Residency (Union W)	UWFR02	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84	31.84
P65R00W	Nurse Practitioner (Union W)	UWR07	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19	68.53
P65R01W	Nurse Practitioner/Wound Care (Union W)	UWR07	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19	68.53
505N03W	Nursing Case Manager (Union W)	UWR03	33.43	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74
575N02W	Oncology Nurse Navigator (Union W)	UWR04	35.10	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13
515Q11W	Palliative Care Coordinator (Union W)	UWR06	38.70	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12	54.19	55.27
700Q00W	Parish Nurse Coordinator (Union W)	UWR01	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99						

MSVMC and UAW, Local 2213 (RN Unit) Wages updated after 2-11-2024 market wage adjustment

2024

	YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Job Title/Classification	Pay Grade and	Pay Range																		
Ambulatory Pediatric Clinical Research (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Ambulatory RN (Union W)	UWR01	28.18	28.75	29.32	29.91	30.51	31.12	31.74	32.37	33.02	33.68	34.35	35.04	35.75	36.46	37.18	37.93	38.68	39.47	40.25
Base Site Nursing Leader (Union W)	UWR04	35.85	36.57	37.30	38.05	38.81	39.58	40.37	41.19	42.01	42.84	43.71	44.58	45.47	46.37	47.30	48.25	49.22	50.20	51.21
BHI Access Clinician RN (Union W)	UWR02	32.52	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45
Cancer Center Education Coord (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Cardiovascular Clinical Coord (Union W)	UWR04	35.85	36.57	37.30	38.05	38.81	39.58	40.37	41.19	42.01	42.84	43.71	44.58	45.47	46.37	47.30	48.25	49.22	50.20	51.21
Care Coord Center Coordinator (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Carepath Credentialed Trainer (Union W)	UWFR00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Case ManagerUR (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Care Coordinator (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Data Researcher (Union W)	UWR01	28.18	28.75	29.32	29.91	30.51	31.12	31.74	32.37	33.02	33.68	34.35	35.04	35.75	36.46	37.18	37.93	38.68	39.47	40.25
Clinical Lead Nurse (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Lead Occ Health (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Clinical Nurse 2 (Union W)	UWR02	32.52	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45
Clinical Nurse 2 WEO (Union W)	UWR02	32.52	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45
Clinical Nurse 2-First Asst (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Nurse 2Float 1 (Union W)	UWR02	32.52	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45
Clinical Nurse 2Float 2 (Union W)	UWR02	32.52	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45
Clinical Nurse 3 (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Clinical Nurse 3 Float 1 (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Clinical Nurse 3 Float 2 (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Clinical Nurse 3 WEO (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Clinical Nurse 4 (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Nurse 4 Float 1 (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Nurse 4 Float 2 (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Nurse 4 WEO (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Clinical Nurse Specialist (Union W)	UWR07	49.01	49.99	50.99	52.01	53.05	54.11	55.20	56.30	57.43	58.57	59.75	60.94	62.16	63.41	64.67	65.96	67.28	68.63	70.00
Clinical Research Nurse (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Community Health Affairs RN (Union W)	UWR01	28.18	28.75	29.32	29.91	30.51	31.12	31.74	32.37	33.02	33.68	34.35	35.04	35.75	36.46	37.18	37.93	38.68	39.47	40.25
Critical Care Transport Nurse (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Critical Care Transport Nurse 3 (Union W)	UWR04	35.85	36.57	37.30	38.05	38.81	39.58	40.37	41.19	42.01	42.84	43.71	44.58	45.47	46.37	47.30	48.25	49.22	50.20	51.21
Critical Care Transport Nurse 4 (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Diabetes Educator RN (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Emergency Ops Nurse Coord (Union W)	UWR06	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.19	49.15	50.13	51.13	52.16	53.20	54.26	55.34	56.46
ET Nurse Clinician (Union W)	UWR04	35.85	36.57	37.30	38.05	38.81	39.58	40.37	41.19	42.01	42.84	43.71	44.58	45.47	46.37	47.30	48.25	49.22	50.20	51.21
Infection Preventionist (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Lactation Consultant (Union W)	UWR04	35.85	36.57	37.30	38.05	38.81	39.58	40.37	41.19	42.01	42.84	43.71	44.58	45.47	46.37	47.30	48.25	49.22	50.20	51.21
Lead Clinical Doc Specialist (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Life Flight Education Coord (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Medical Home Liaison (Union W)	UWR01	28.18	28.75	29.32	29.91	30.51	31.12	31.74	32.37	33.02	33.68	34.35	35.04	35.75	36.46	37.18	37.93	38.68	39.47	40.25
Neuroscience Case Manager (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
NICU Crit Care Transport RN (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
NICU Crit Care Transport RN 3 (Union W)	UWR04	35.85	36.57	37.30	38.05	38.81	39.58	40.37	41.19	42.01	42.84	43.71	44.58	45.47	46.37	47.30	48.25	49.22	50.20	51.21
NICU Crit Care Transport RN 4 (Union W)	UWR05	37.64	38.39	39.16	39.95	40.75	41.56	42.39	43.24	44.10	44.99	45.88	46.81	47.74	48.70	49.68	50.67	51.68	52.71	53.77
Nurse Extern (Union W)	UWFR01	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10	27.10
Nurse Extern Residency (Union W)	UWFR02	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52
Nurse Practitioner (Union W)	UWR07	49.01	49.99	50.99	52.01	53.05	54.11	55.20	56.30	57.43	58.57	59.75	60.94	62.16	63.41	64.67	65.96	67.28	68.63	70.00
Nurse PractitionerWound Care (Union W)	UWR07	49.01	49.99	50.99	52.01	53.05	54.11	55.20	56.30	57.43	58.57	59.75	60.94	62.16	63.41	64.67	65.96	67.28	68.63	70.00
Nursing Case Manager (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Oncology Nurse Navigator (Union W)	UWR04	35.85	36.57	37.30	38.05	38.81	39.58	40.37	41.19	42.01	42.84	43.71	44.58	45.47	46.37	47.30	48.25	49.22	50.20	51.21
Palliative Care Coordinator (Union W)	UWR06	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.19	49.15	50.13	51.13	52.16	53.20	54.26	55.34	56.46
Parish Nurse Coordinator (Union W)	UWR01	28.18	28.75	29.32	29.91	30.51	31.12	31.74	32.37	33.02	33.68	34.35	35.04	35.75	36.46	37.18	37.93	38.68	39.47	40.25
Peds Specialty Case Manager (Union W)	UWR03	34.14	34.83	35.53	36.24	36.96	37.69	38.46	39.23	40.01	40.81	41.62	42.46	43.30	44.16	45.05	45.96	46.87	47.81	48.77
Perinatal Adv Practice Spec (Union W)	UWR07	49.01	49.99	50.99	52.01	53.05	54.11	55.20	56.30	57.43	58.57	59.75	60.94	62.16	63.41	64.67	65.96	67.28	68.63	70.00
Perinatal Education																				

2025

		YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
2025	Job Title/ Classification	Pay Grade and Pay Range																			
585N03W	Ambulatory Pediatric Clinical Research (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
735N00W	Ambulatory RN (Union W)	JWR01	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41	40.20
790N00W	Base Site Nursing Leader (Union W)	JWR04	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13	51.13
555P02W	BHI Access Clinician RN (Union W)	JWR02	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47	46.38
510Q0BW	Cancer Center Education Coord (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
610T02W	Cardiovascular Clinical Coord (Union W)	JWR04	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13	51.13
860N00W	Care Coord Center Coordinator (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
l10P1CW	Carepath Credentialed Trainer (Union W)	UWFR00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
505N00W	Case ManagerUR (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
860N01W	Clinical Care Coordinator (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
530N04W	Clinical Data Researcher (Union W)	JWR01	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41	40.20
740N06W	Clinical Lead Nurse (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
790N01W	Clinical Lead Occ Health (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
740N07W	Clinical Nurse 2 (Union W)	JWR02	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47	46.38
740N07WWE	Clinical Nurse 2 WEO (Union W)	JWR02	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47	46.38
760N00W	Clinical Nurse 2-First Asst (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
740N0BW	Clinical Nurse 2Float 1 (Union W)	JWR02	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47	46.38
740N01W	Clinical Nurse 2Float 2 (Union W)	JWR02	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47	46.38
740N08W	Clinical Nurse 3 (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
740N0MW	Clinical Nurse 3 Float 1 (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
740N0GW	Clinical Nurse 3 Float 2 (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
740N08WWE	Clinical Nurse 3 WEO (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
740N09W	Clinical Nurse 4 (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
740N00W	Clinical Nurse 4 Float 1 (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
740N0HW	Clinical Nurse 4 Float 2 (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
740N09WWE	Clinical Nurse 4 WEO (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
P85R00W	Clinical Nurse Specialist (Union W)	JWR07	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19	68.53	69.90
585N00W	Clinical Research Nurse (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
700N30W	Community Health Affairs RN (Union W)	JWR01	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41	40.20
740N0EW	Critical Care Transport Nurse (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
740N0PW	Critical Care Transport Nurse 3 (Union W)	JWR04	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13	51.13
740N0QW	Critical Care Transport Nurse 4 (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
510N12W	Diabetes Educator RN (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
700Q01W	Emergency Ops Nurse Coord (Union W)	JWR06	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12	54.19	55.27	56.37
630N00W	ET Nurse Clinician (Union W)	JWR04	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13	51.13
845N00W	Infection Preventionist (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
510N00W	Lactation Consultant (Union W)	JWR04	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13	51.13
C45N02W	Lead Clinical Doc Specialist (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
510Q01W	Life Flight Education Coord (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
515N00W	Medical Home Liaison (Union W)	JWR01	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41	40.20
505N01W	Neuroscience Case Manager (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
740N0FW	NICU Crit Care Transport RN (Union W)	JWR03	34.10	34.78	35.47	36.18	36.91	37.65	38.40	39.17	39.95	40.75	41.56	42.39	43.24	44.11	44.99	45.89	46.81	47.74	48.70
740N0RW	NICU Crit Care Transport RN 3 (Union W)	JWR04	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13	51.13
740N0SW	NICU Crit Care Transport RN 4 (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
815N03W	Nurse Extern (Union W)	UWFR01	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06	27.06
715N03W	Nurse Extern Residency (Union W)	UWFR02	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47	32.47
P65R00W	Nurse Practitioner (Union W)	JWR07	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19	68.53	69.90
P65R01W	Nurse Practitioner/Wound Care (Union W)	JWR07	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22	57.35	58.49	59.66	60.86	62.07	63.31	64.58	65.87	67.19	68.53	69.90
505N03W	Nursing Case Manager (Union W)	JWR05	37.59	38.34	39.11	39.89	40.69	41.50	42.33	43.18	44.04	44.93	45.82	46.74	47.68	48.63	49.60	50.59	51.61	52.64	53.69
575N02W	Oncology Nurse Navigator (Union W)	JWR04	35.80	36.52	37.25	37.99	38.75	39.53	40.32	41.12	41.95	42.79	43.64	44.51	45.40	46.31	47.24	48.18	49.15	50.13	51.13
515Q11W	Palliative Care Coordinator (Union W)	JWR06	39.47	40.26	41.07	41.89	42.72	43.58	44.45	45.34	46.25	47.17	48.12	49.08	50.06	51.06	52.08	53.12	54.19	55.27	56.37
700Q00W	Parish Nurse Coordinator (Union W)	JWR01	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.41	

MSVMC and UAW, Local 2213 (RN Unit) Wages updated after 2-11-2024 market wage adjustment																				
		2025																		
	YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Job Title/ Classification		Pay Grade and Pay Range																		
Ambulatory Pediatric Clinical Research (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Ambulatory RN (Union W)	UWR01	28.75	29.32	29.90	30.51	31.12	31.74	32.37	33.02	33.68	34.36	35.04	35.74	36.46	37.18	37.93	38.69	39.46	40.26	41.05
Base Site Nursing Leader (Union W)	UWR04	36.57	37.30	38.04	38.81	39.59	40.37	41.18	42.01	42.85	43.70	44.58	45.47	46.38	47.30	48.25	49.21	50.20	51.20	52.23
BHI Access Clinician RN (Union W)	UWR02	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45	47.38
Cancer Center Education Coord (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Cardiovascular Clinical Coord (Union W)	UWR04	36.57	37.30	38.04	38.81	39.59	40.37	41.18	42.01	42.85	43.70	44.58	45.47	46.38	47.30	48.25	49.21	50.20	51.20	52.23
Care Coord Center Coordinator (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Carepath Credentialed Trainer (Union W)	UWFR00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Case ManagerUR (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Care Coordinator (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Data Researcher (Union W)	UWR01	28.75	29.32	29.90	30.51	31.12	31.74	32.37	33.02	33.68	34.36	35.04	35.74	36.46	37.18	37.93	38.69	39.46	40.26	41.05
Clinical Lead Nurse (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Lead Occ Health (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Clinical Nurse 2 (Union W)	UWR02	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45	47.38
Clinical Nurse 2 WEO (Union W)	UWR02	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45	47.38
Clinical Nurse 2-First Asst (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Nurse 2Float 1 (Union W)	UWR02	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45	47.38
Clinical Nurse 2Float 2 (Union W)	UWR02	33.17	33.83	34.51	35.20	35.90	36.62	37.36	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64	45.54	46.45	47.38
Clinical Nurse 3 (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Clinical Nurse 3 Float 1 (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Clinical Nurse 3 Float 2 (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Clinical Nurse 3 WEO (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Clinical Nurse 4 (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Nurse 4 Float 1 (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Nurse 4 Float 2 (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Nurse 4 WEO (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Clinical Nurse Specialist (Union W)	UWR07	49.99	50.99	52.01	53.05	54.11	55.20	56.30	57.43	58.58	59.75	60.95	62.16	63.40	64.68	65.96	67.28	68.63	70.00	71.40
Clinical Research Nurse (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Community Health Affairs RN (Union W)	UWR01	28.75	29.32	29.90	30.51	31.12	31.74	32.37	33.02	33.68	34.36	35.04	35.74	36.46	37.18	37.93	38.69	39.46	40.26	41.05
Critical Care Transport Nurse (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Critical Care Transport Nurse 3 (Union W)	UWR04	36.57	37.30	38.04	38.81	39.59	40.37	41.18	42.01	42.85	43.70	44.58	45.47	46.38	47.30	48.25	49.21	50.20	51.20	52.23
Critical Care Transport Nurse 4 (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Diabetes Educator RN (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Emergency Ops Nurse Coord (Union W)	UWR06	40.32	41.13	41.95	42.78	43.65	44.52	45.40	46.31	47.24	48.18	49.15	50.13	51.14	52.16	53.20	54.26	55.35	56.45	57.59
ET Nurse Clinician (Union W)	UWR04	36.57	37.30	38.04	38.81	39.59	40.37	41.18	42.01	42.85	43.70	44.58	45.47	46.38	47.30	48.25	49.21	50.20	51.20	52.23
Infection Preventionist (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Lactation Consultant (Union W)	UWR04	36.57	37.30	38.04	38.81	39.59	40.37	41.18	42.01	42.85	43.70	44.58	45.47	46.38	47.30	48.25	49.21	50.20	51.20	52.23
Lead Clinical Doc Specialist (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Life Flight Education Coord (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
Medical Home Liaison (Union W)	UWR01	28.75	29.32	29.90	30.51	31.12	31.74	32.37	33.02	33.68	34.36	35.04	35.74	36.46	37.18	37.93	38.69	39.46	40.26	41.05
Neuroscience Case Manager (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
NICU Crit Care Transport RN (Union W)	UWR03	34.82	35.53	36.24	36.96	37.69	38.45	39.22	40.01	40.81	41.63	42.46	43.31	44.17	45.05	45.95	46.88	47.81	48.77	49.75
NICU Crit Care Transport RN 3 (Union W)	UWR04	36.57	37.30	38.04	38.81	39.59	40.37	41.18	42.01	42.85	43.70	44.58	45.47	46.38	47.30	48.25	49.21	50.20	51.20	52.23
NICU Crit Care Transport RN 4 (Union W)	UWR05	38.40	39.16	39.95	40.74	41.56	42.39	43.24	44.10	44.98	45.89	46.80	47.75	48.69	49.67	50.67	51.68	52.71	53.76	54.85
Nurse Extern (Union W)	UWFR01	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	27.64	2

Attachment A (continued) Nursing Units

1-A	Newborn ICU (NICU)
1-B/E	Nursing Education
2A/B Psych	Nursing Support Services
2-C	Nursing Float Pool
3-A/C	Nursing Orientation
3-B	OB/GYN Clinic
4-A/B	Occupational Health Services
4-C	Oncology Services (Cancer Center) @ 3402 W.
5-A/C, NSICU	Sylvania Ave.
BAC	PACU
Burn Unit	Pain Therapy (Clinic)
CAR 2/3/Procedural Cardiac Care	Pediatrics – 6A/B
Cardiac Cath	Pediatric Services
Cardiac Research	Peds Allergy Service
Care Coordination Center	Peds ICU
Clinical Pulmonary Research	Peds Echo Program
Clinical Research	Peds Gastroenterology
Community Health Center	Peds Neurology
CVOR	Peds Clinic
CVSU	Peds Infusion
Diabetes Education Program	Peds Procedure Team
Emergency Dept.	Peds Pulmonary
Endoscopy	Peds Specialty Clinic
Enterstomal Therapy	Peds Surgery
EP Lab	Peds Urology
Heart Failure Service	Postpartum (7-C) – Obstetrics
Hematology/Oncology (Cancer Center) @ 3402 W. Sylvania	Pre-Admission Testing
Hemodialysis (Renal Medicine)	Quality Management
HIM	Radiology HUB
Hope for Families	Radiation Therapy (Cancer Center) @ 3402 W.
Infection Control	Sylvania Avenue
Labor and Delivery (7-A)	Radiology Nursing
Life Flight – St. Vincent, St. Rita, Norwalk	Specialty Clinic
Maternal Fetal Medicine	Spiritual Care
MCH Admin	Surgery Admin
Medical Clinic	Surgery OR
Mercy Children's Float Pool	Survey & Accreditation/PI
Mercy Family Practice (Gandy Health Center)	Trauma Department
Mobile Life – LIMA, MICU	UAW Release
Neonatology Research	WIC Program
Neuroscience Dept	Wound Care Clinic

Attachment B: Locations

Mercy St. Vincent Medical Center
2213 Cherry Street
2222 Cherry Street
2400 Cherry Street
2409 Cherry Street
Toledo, Ohio 43608

Mercy Healthcare Center
2200 Jefferson Avenue
Toledo, Ohio 43624

Mercy St. Vincent Medical Center
Family Care Center
2213 Franklin Avenue
Toledo, Ohio 43620

Hope for Families
2238 Jefferson Avenue
Toledo, Ohio 43624

Center for Health Promotion at Sunforest
3930 Sunforest Court, Suite 100
Toledo, Ohio 43623

Pediatric Physical Therapy
3930 Sunforest Court, Suite 200
Toledo, Ohio 43623

Fort Meigs Center for Health Promotion
13415 Eckel Junction Road
Perrysburg, Ohio 43551

Regency Laboratory
2000 Regency Court
Toledo, Ohio 43606

Woodley Laboratory
3922 Woodley Road
Toledo, Ohio 43606

Aspen Grove
7561 Secor Road
Lambertville, MI 48144

Park Center
5800 Park Center, Suite B
Toledo, Ohio 43615

Navarre Family Practice
2702 Navarre
Oregon, Ohio 43616

North Point
4411 Holland Sylvania Road, Building 2
Toledo, Ohio 43623

Mercy Cancer Center
3402 West Sylvania Avenue
Toledo, Ohio 43623

Attachment C: RN Stewards and Assigned Areas

Number of Stewards/Alternates	Departments
Area 1: Day Shift—1 Steward /1 Alternate Night Shift—1 Steward/1 Alternate	7C Community Health Affairs Diabetes Education FCC Medical Clinic & OB/GYN Clinic Hope for Families Infectious Disease Research Infection Control Labor & Delivery MCO Clinical Support MCO Urology Maternal Child Admin Maternal Child Floats Maternal Fetal Medicine Mercy FP/Gandy Clinic Min. Invasive Vascular Neonatal ICU Pain Clinic Parish Nurses PAT Peds & Peds ICU Peds Procedure Peds Pulmonary Center Peds Service Peds Specialty Clinic Peds Staff Development Coordinator Peds Surgery Peds Outreach Ed. Coord Quality/PI Specialty Clinic Survey and Accreditation Trauma Services WIC Wound Clinic
Area 2: Day Shift—1 Steward /1 Alternate Night Shift—1 Steward/1 Alternate	CVOR CVICU Car 2 Car 3 CDG & Card. Cath Lab CHF Clinic EP Lab PCC Stress Lab
Area 3: Day Shift—2 Steward Days/2 Alternates Night Shift—1 Steward Nights/1 Alternate Nights	4A 4B 4C 5A 5B (Neuro ICU)

Number of Stewards/Alternates	Departments
	5C Med Surg ICU Med Surg Trauma ICU MS/CC Floats Neuro Constant Care Oncology Clinic (St. Anne's)
Area 4: Day Shift—1 Steward Days/1 Alternates Night Shift—1 Steward Nights/1 Alternate Nights	2C 3A 3B 3C Constant Care Hemodialysis Psych 2A/2B ER Research Stoma Clinical Care Coordinators/HUB Staff Development Coordinators Burn Unit
Area 5: Day Shift—1 Steward Days/1 Alternates Night Shift—1 Steward Nights/1 Alternate Nights	ER ER Staff Development Coord. GI Life Flight (St. V's & St. Rita's) Interventional Radiology Mobile Life Occupational Health (on and off-site) Observation Unit PACU Recovery PICC Team Surgery Surgery Educator
Area 6: Day Shift—3 Steward Days/3 Alternates Night Shift—1 Steward Nights/1 Alternate Nights	All

Attachment D: Closed Units/Specialty Teams

1B (Medical/Surgical ICU)
Anatomical Pathology
Burn Unit
Cath Lab/EP
CT
CVSU
EKG (Cardiac Echo Techs.)
Emergency Department
Hemodialysis
Infant Monitoring (Pulmonary Outreach)
Labor and Delivery
Life Flight
Mobile Life
MRI
Neurodiagnostics
Nuclear Medicine
Occupational Health (off site)
OR/Recovery (Periop Services)
Procedural Endoscopy Services
Psych Services
Radiation Therapy
Radiology Nursing
Respiratory Neo Natal Transport Team
Special Procedures
Ultrasound

Attachment E: Transitional Work Program

Purpose

The Transitional Work Program provides a means for an employee with a temporary disability to be accommodated in his/her current position, or assigned for a period of time to a temporary position. The goal of the program is to return the employee to his /her own position or a similar alternative permanent position.

General

Work Related

1. The employee is to report a work-related illness or injury to his/her supervisor at the time of the occurrence. The Employee Safe Care Incident Report is filled out prior to the end of the shift and employee seeks appropriate medical treatment first at Occupational Health or Emergency.
2. After a physician has treated the employee and determined diagnosis and extent of injury/illness, the Employee Health, Safety and Absence Services Department will receive necessary documentation, i.e. Incident Report, Medical Records Return to Work with Accommodation release form.
3. Using the physician's report, the Employee Health, Safety and Absence Services Department will coordinate with the employee's supervisor and will attempt to accommodate his/her restrictions.
4. The Employee Health, Safety and Absence Services Department will track each employee's progress regarding appointments for treatment, work attendance, and progress in rehabilitation, providing documentation as previously described.
5. The Employee Health, Safety and Absence Services Department will assist the injured employee through the medical insurance and worker's compensation systems.

Non Work-Related Illness or Injury

1. The employee reports a non-work-related illness or injury to his/her supervisor as well as the Employee Health, Safety and Absence Services Department. Employees must follow appropriate LOA policies in order to participate in the disability management program and will not be paid without appropriate medical documentation supporting a leave of absence.
2. After a physician has treated the employee and determined the diagnosis and extent of injury/illness, the employee is responsible for supplying the necessary documentation to the Employee Health, Safety and Absence Services Department.
3. The Employee Health, Safety and Absence Services Department will ensure that copies of necessary documentation (i.e. restrictions, continuation of leave, etc.) are received by the appropriate individuals/department and will discuss with the employee and the employee's supervisor, the employee's work status.
4. Using the physician's report, the Employee Health, Safety and Absence Services Department will contact the employee and the employee's supervisor to arrange appropriate Transitional Work.

5. The Employee Health, Safety and Absence Services Department will track each employee's progress regarding appointments for treatment, work attendance, and progress in rehabilitation, providing documentation as previously described.

6. The Employee Health, Safety and Absence Services Department will assist the injured employee through the medical insurance system.

Transition to Transitional Work Program

Any employee who is not on a Leave of Absence at the time of the ratification of the Labor Agreement shall participate in the Transitional Work Program for future leaves.

Wage Continuance While in Transitional Work Program

A. Temporary Restriction twelve weeks and under

1. Employees returning to work under the Transitional Work Program will be paid at their normal rate for up to 12 weeks. If the employee is still not back to full duty in his/her own or similar position at the end of 12 weeks then the rate will be adjusted to reflect the value of the work being done. (i.e. an RN doing unit clerk work will be paid at an equitable rate to current employees in the unit clerk position.)

2. No employee shall make more money in the transitional work program than they receive in their regular position.

The temporary Transitional Work may be extended beyond 12 weeks if it is determined by Employee Health, Safety and Absence Services /or Occupational Health that the employee within a period of up to (8) eight weeks will be able to return to the full duties of his regular classification. Denial of an extension is subject to the Grievance Procedure.

If the employee is unable to return to his job within 12 weeks, or the extension period, the employee will be evaluated to determine if he has permanent medical limitations which require accommodation, or be returned to Leave of Absence status, or be placed in an appropriate open position as provided in Paragraph B below.

B. Permanent Medical Limitations

1. Employees who are determined by a physician as permanently disabled, or temporarily disabled but exceeding the time limits as set forth in Paragraph 3 of sub part A above may be placed in an appropriate open position as close to their regular job as possible.

Reasonable accommodation on the employee's regular job will be made if the employee can do the essential responsibilities of that job. The employee must provide written documentation by a physician regarding his limitations and/or need for accommodation.

If the employee is placed in a new position in a lower pay grade, the employee's wage rate will be adjusted to an equitable rate to current employees in that job classification.

Employees moved into lower pay grade positions through the Transitional Work Program will be able to bid for open positions under the Labor Agreement.

2. If the Employer is unable to accommodate an employee by returning him to his/her own position or placing him in an alternate permanent position that is vacant he will be counseled about employment opportunities outside of Mercy St. Vincent Medical Center. An outside agency may be used at Employer expense to counsel and assist the employee in their job search.

Failure to Accept Transitional Work

Employees who are eligible for Transitional Work and have been released to Transitional Work by a physician but refuse the work will not be eligible to continue to receive any benefits including benefits under Worker's Compensation, Disability Benefits, and Sick Benefits (if applicable). Additionally, if such an employee refuses a position performing work within his job description, or refuses clerical or other sedentary work, within his restrictions, he will be considered a voluntary quit. The employee(s) regularly assigned to this work will not suffer a loss of regular hours as a result of such assignment. If such an employee refuses a position performing any other type of work, he will be considered to be continuing on leave and is eligible to return only to an open position within his classification.

Employees who are eligible for Transitional Work and have been released for Transitional Work by a physician but refuse the work or otherwise follow the Transitional Work policy, may continue on a Family Medical Leave Act leave, if any portion of the 12 week leave time is available, but will not be eligible to receive any other benefits, including benefits under Workers' Compensation, Extended Sick Leave Benefit or Disability Benefit, beginning with the date work was available.

If such an employee refuses a position performing work within their job description, or refuses clerical or other sedentary work, within his restrictions, he will be considered a voluntary quit.

If an employee refuses a position performing any other type of work, he will be considered to be continuing on a medical leave of absence, and will be required to use PTO during such leave, until the PTO bank is depleted.

Employees regularly assigned to the work performed by an employee in the Transitional Work Program will not suffer a loss of regular hours as a result of assigning transitional work.

Leave of Absence Procedure

1. Upon notice of a work injury or disability, the department manager and the employee will fill out a Leave of Absence form, noting the date last worked by the employee. The department manager should notify the Employee Health, Safety and Absence Services Department by phone within 24 hours of this notice.

2. The date that leave begins, as stated on the LOA form, will be the date used for compliance.

Transitional Work Employee Performance Evaluations

An employee in a Transitional Work Position must meet the job requirements of that position and will be subject to the regular work rules applicable to all employees.

Attachment F: Emergency Management

With respect to the Employer's Emergency Management Program, SS-003, in the event of adverse weather:

Absences must be reported in accordance with policy but will be considered excused.

Employees who are tardy less than two (2) hours will be paid for a full scheduled shift. Those individuals who are tardy two (2) hours or more will only be paid for actual time worked.

In the event on-duty employees are requested to work additional hours, they will be paid time and one-half for such additional hours worked.

In the event an on call employee is requested to remain in the Medical Center, he/she will be paid the on call wage rate (time and one-half including the on call premium) for time worked; if he/she is requested to and volunteers to remain in the Medical Center but is not assigned to work, he/she will be paid the on call called in premium and the on call wage rate if assigned to work.

Employees transported to the facility will be provided transportation, if necessary, within one hour of the end of the employee's regular assigned shift or continue to be paid per the provisions of the CBA regarding payment of straight time and overtime or applicable policy.

Employees who are not able to report for duty because of the weather conditions shall have the option of using PTO.

Employees who call in sick will be treated the same as any other call in for illness.

Department managers or their designee request an employee with a 4-wheel to pick up other employees. Such Drivers will be reimbursed for gas and provided free meals.

Sleeping accommodations for employees if needed will be provided to the extent possible.

Employees sleeping over may be asked to leave sleeping areas by 7:00 a.m.

No beds are guaranteed; all arrangements are on a first come, first serve basis.

Employees working past their normal shift will be provided with meal tickets during the snow emergency.

Any other statements concerning these meals will be announced by Administration as needed.

If legally permissible the Employer shall make available, at no cost to the employee, required prescription medications for employees who work during the adverse weather conditions.

Attachment G: Preceptor Pay – Current Classifications Excluded

Current classifications which include precepting, teaching, training as part of their regular job, and will not receive preceptor pay:

- Clinical Nurse III
- Clinical Nurse IV
- Clinical Nurse Specialist
- Nurse Practitioner
- Nurse Educator
- Ambulatory Specialty Nurse**
- Staff Development Coordinator
- Infection Control Practitioner
- Lactation Consultant
- Diabetes Education – RN
- Perinatal Educator

Additionally, all Leader Positions covered by Article 10, Section 2)H)vii) will not receive preceptor pay.

Attachment H: American Board of Nursing Specialties (ABNS)

AACN Certification Corporation
American Academy of Nurse Practitioners
American Board of Neuroscience Nursing
American Board of Occupational Health Nurses, Inc
American Board of Perianesthesia Nursing Certification, Inc
American Legal Nurse Consultant Certification Board
American Nurses Credentialing Center
ASTNA-Certified Critical Transport Nurse Board
Board of Certification for Emergency Nursing
Canadian Nurses Association Certification Program
Certification Board of Infection Control and Epidemiology
Certification Board of Perioperative Nursing
Certifying Board of Gastroenterology Nurses and Associates, Inc
Council on the Certification of Nurse Anesthetists
Infusion Nurses Certification Corporation
National Board for Certification of Hospice and Palliative Nurses
National Board of Certification of School Nurses
National Certification Board for Diabetes Educators
Pediatric Nursing Certification Board
National Certification Corp. for Obstetric, Gynecologic, and Neonatal Nursing Specialties
Nephrology Nursing Certification Commission
Oncology Nursing Certification Corporation
Orthopaedic Nurses Certification Board
Rehabilitation Nursing Certification Board
Wound, Ostomy, and Continence Nursing Certification Board

Attachment I: Cross Training Premium

- 1) Cross training is defined as mastering more than one set of competencies or skills which can be performed independently in a Clinical area other than the nurse's specialty. Examples of Cross Training are:

Included

3B RN fully trained and functioning independently in Hemodialysis.

Excluded

1A nurse functioning independently in 1B.

Specialties for purposes of the preceding paragraph are:

Medical/Surgical/Critical Care/Transitional Care Unit, Cardiac
Hemodialysis
Emergency Services
Perioperative Services/Pain
Perinatal Services
Infection Control
Occupational Health Services
Clinics
Pediatrics
Procedural Endoscopy and Radiology Services
In-patient Psychiatry Services

- 2) The differential will be paid to cross trained nurses who function independently in an area other than their specialty (as defined in #1).
- 3) The cross training differential will be paid only for hours worked in a different specialty (as defined in #1)
- 4) Float pool nurses do not qualify for cross training differential.
- 5) The cross training differential applies to full time, part time, supplemental/and contingent registered nurses.
- 6) Employees receiving cross training differential are not eligible for Reassignment Pay.

Attachment J : Retiree Health Monthly Premiums Pre Age 65

(Without Prescription)

As of January 1, 2021

Retired after 10/24/2009

Flex Plan

Rates per Month	10-14 Years of Service Retiree Pays:	15-19 Years of Service Retiree Pays:	20+ Years of Service Retiree Pays:
Single Contract	\$481.02	\$405.08	\$303.80
2-Person Contract (Family)	\$1,019.44	\$815.53	\$699.05

Plus Plan

Rates per Month	10-14 Years of Service Retiree Pays:	15-19 Years of Service Retiree Pays:	20+ Years of Service Retiree Pays:
Single Contract	\$527.91	\$444.58	\$333.41
2-Person Contract (Family)	\$1,092.24	\$873.77	\$748.96

Attachment K: Continuation of Health/Prescription/Dental Coverage

Bon Secours Mercy Health's (BSMH) group health plans are governed by Employee Retirement Income Security Act of 1974 ("ERISA") and are subject to COBRA. For COBRA Continuation coverage purposes, a group health plan includes any major medical plan, dental plan, vision plan, health FSA, or any other employer sponsored group plan which provides medical care. COBRA continuation coverage requires that employees and certain dependents (spouse and dependent children) who lose coverage under a BSMH plan must be given the opportunity to continue coverage on a temporary basis. The maximum length of time coverage may be continued depends upon the reason coverage is lost. An employee, spouse and/or dependent child who loses coverage as a result of a qualifying event is called a "Qualified Beneficiary." BSMH has designated Chard Snyder as the COBRA administrator.

The employee or Qualified Beneficiary can continue the (medical/prescription, dental, vision or health FSA) benefits that were effective at the time of loss of coverage. The employee or Qualified Beneficiary would be responsible for paying 102% of the cost of the insurance (subject to change based on the hospital's cost). The following is an outline of the process and the timeframes involved:

1. The employee is responsible for notifying their supervisor of their termination. The employee is also responsible for completing any change in employment status or life/family situation which would affect their (or their Qualified Beneficiary's) eligibility for insurance benefits in Workday or contact the Associate Service Center. Insurance benefits will automatically end the first of the month following the last day of work (or change in status where they would no longer be eligible for insurance) unless the employee or Qualified Beneficiary completes the needed paperwork in order to continue their benefits under -COBRA in a timely manner.
2. The Benefits Specialist (currently Chard Snyder) will send out a notification packet to the employee or Qualified Beneficiary generally within 14 days of notification of the final date of work or loss of coverage as long as the office has received proper notification.
3. In order to elect COBRA, the employee or Qualified Beneficiary must complete and return the election form to Chard Snyder within sixty (60) days from the loss of coverage or qualifying event. Benefit election forms received after sixty (60) days will not be accepted.
4. The employee or Qualified Beneficiary will have forty-five (45) calendar days in which to make payment for the insurance retroactive to the cancellation date of benefits. Failure to make full payment on the insurance within the forty-five (45) days will result in the insurance remaining cancelled. The employee or Qualified Beneficiary would not be eligible to pick up the insurance at any time in the future.

Example: You terminate employment on 6/15/21. Your insurance would automatically be cancelled 7/1/21. You have until 8/14/21 to return the signed COBRA enrollment forms in order to continue your insurance. You have 45 days from the date Chard Snyder receives the election form to make payment retroactive to 7/1/21.

Qualifying Events.

Listed below are "qualifying events" which result in the right to continue coverage. Please note that the maximum period of time coverage can be continued depends on the type of qualifying event.

Eighteen (18)-month Maximum COBRA Continuation (experienced by a covered employee):

- 1) Termination of Employment (for reasons other than “gross misconduct”)
- 2) Reduction of Work Hours

If you experience one of the events listed above, you and any other impacted Qualified Beneficiary will be notified of the right to elect COBRA Continuation coverage.

Disability Extension to twenty-nine (29) months.

This extension will apply when any Qualified Beneficiary is determined by the Social Security Administration to have been disabled at any time prior to the end of the first sixty (60) days of COBRA Continuation coverage resulting from a termination of employment or reduction of work hours, and continues to be disabled at the end of the initial 18-month period of coverage.

For the disability extension to apply, a copy of the SSA Determination of Disability letter must be submitted to Chard Snyder within the 18-month COBRA Continuation coverage period but no later than 60 days after the latest of: (1) the date of the SSA Determination of disability; (2) the date on which the qualifying event occurs; or (3) the date on which the qualified beneficiary loses coverage.

Second Qualifying Event Extension to thirty-six (36) months.

If a Qualified Beneficiary experiences a second qualifying event during the 18- or 29-month COBRA Continuation coverage resulting from termination of employment or reduction of work hours, then the spouse and dependent children will qualify for an extension of COBRA Continuation coverage of up to 36 months from the original qualifying event. A covered employee or Qualified Beneficiary must provide notice of the second qualifying event within 60 days of the event directly to Chard Snyder in order to qualify for the extension. Events eligible for the extension of coverage are those listed below (but only to the extent that they would have caused a loss of coverage under the Plan if it was the initial qualifying event):

Thirty-Six (36)-month Maximum COBRA Continuation (experienced by a covered spouse or dependent child):

- 1) Death of an employee
- 2) Divorce or legal separation
- 3) Dependent child no longer meets the Plan’s definition of a “dependent”

In addition, if you become entitled to Medicare and then experience a qualifying event or reduction in hours of employment within 18 months of the Medicare entitlement, the qualified beneficiary spouse and/or dependent children may elect to continue coverage for up to 36 months from the Medicare entitlement.

Your IMPORTANT Qualifying Event Notice Obligations.

If your spouse or dependent child loses coverage under the Plan because of divorce, legal separation, or your child no longer meets the Plan’s definition of “dependent”, then you, your spouse or dependent child must notify BSMH of the loss by completing a benefit change in workday. Written notice must be provided no later than sixty (60) days after the event or the date coverage terminates, whichever is later. If you are currently on COBRA Continuation Coverage, it is mandatory that you contact Chard Snyder at (888) 993-4646 if you experience a change. You may be required to provide additional information to support the qualifying event (e.g. a divorce decree, etc.).

If BSMH is provided timely notice of the divorce, legal separation, or a child’s loss of dependent status, Chard Snyder will notify the affected Qualified Beneficiaries of the right to elect COBRA Continuation coverage.

If BSMH is not provided notice of the divorce, legal separation, or a child’s loss of dependent status during this sixty (60) day period, COBRA Continuation coverage will not be offered. If any claims are mistakenly paid for expenses incurred after the divorce, legal separation, or a child’s loss of dependent status, then you, your spouse and dependent children will be required to reimburse the Plan for any claims so paid.

If your spouse or dependent child loses coverage as a result of your death or your entitlement to Medicare, Chard Snyder will automatically notify your spouse, and dependent children of the right to elect COBRA Continuation coverage.

Other Notification Requirements:

In order to protect your family's rights, you should notify Chard Snyder immediately when the name or address changes for you or any covered dependent. For your records, you should also keep a copy of any notices you send to Chard Snyder.

COBRA Continuation Coverage:

If you or your Qualified Beneficiary loses coverage as a result of one of the qualifying events listed above, you or your Qualified Beneficiary may elect to continue the same coverage that you had immediately preceding the qualifying event; however, that COBRA Continuation coverage is subject to changes made by the Employer to the same coverage maintained by similarly situated active employees. You have the same right to change your coverage that similarly situated active employees have (including any annual enrollment rights to change coverage). Once you receive your election notice from Chard Snyder you have 60 days from the later of the date of the notice or the date coverage is lost as a result of the qualifying event to elect coverage. If you elect coverage you may be required to pay up to 102% of the applicable premium and possibly up to 150% of the applicable premium during a disability extension. The first premium is due 45 days after the date you make your election for coverage. All subsequent premiums are due the first day of the coverage period (with a 30-day grace period). Premiums are typically due on the first day of each month.

Termination of COBRA Continuation Coverage Benefit Eligibility:

COBRA eligibility for benefits will cease the first of the month following any of the following events:

End of the coverage eligibility period (you need to keep track of the coverage time as no additional notice will be sent to notify you when coverage will end).

Failure to make timely insurance payments

The date on which the Qualified Beneficiary first becomes, after the date of the election, covered under another group health plan that does not contain any exclusion or limitation with respect to any pre-existing condition of the beneficiary other than an exclusion or limitation which does not apply to, or has been satisfied under, HIPAA (Health Insurance Portability and Accountability Act of 1996).

The date, on which the Qualified Beneficiary first becomes, after the date of the election, entitled to Medicare.

The date the employer ceases to maintain any group health plan.

In the case of individuals receiving the 11 month disability extension due to a Qualified Beneficiary being deemed disabled by Social Security Administration, coverage may terminate the month that begins more than 30 days after the date of the final determination that the Qualified Beneficiary is no longer disabled.

Other Coverage Options:

Instead of enrolling in COBRA Continuation coverage, there may be other coverage options for you and your family through the Health Insurance Marketplace, Medicaid, or other group health plan coverage options (such as a spouse's plan) through a special enrollment period. Some of these options may cost less than COBRA Continuation coverage. You can learn more about many of these options at www.healthcare.gov.

Plan Administrator.

All notices and other communications regarding the Plan and regarding COBRA Continuation Coverage must be directed to contact the Associate Services Center at 877-692-7780 or mail to BSMH at 1701 Mercy Health Place, 5th Floor, Cincinnati, OH 45237.

For More Information.

If you have questions, or need additional information, you should contact the Service Provider, Chard Snyder at:

Chard Snyder, 6867 Cintas Boulevard, Mason, OH 45040

Phone: (888) 993-4646

Fax: (513) 459-9947

Email: COBRA@Chard-Snyder.com

Life and Disability Insurance:

Life insurance and disability insurance are not covered through COBRA. There may be conversion privileges under these programs as long as you follow the appropriate process and timeframes. Please refer to the appropriate section of this booklet or your certificate for additional information.

Attachment L: RN Weekend Program

RN 36/54

Mercy St. Vincent Medical Center
(Full Time Status)

Benefit/Comp Plan	Coverage
Salary	<p>Hourly base rate changed to reflect 54 hours of pay for 36 hours actually worked on the weekend.</p> <p>Hours worked during the week, outside of Hours for Weekend Pay, will be paid at the hourly base rate.</p> <p>Float differential will be added after the hourly base rate is adjusted.</p>
Shift Differentials and Weekend Premiums	<p>Eligible for both weekend and shift premiums in addition to weekend pay.</p> <p>Weekend Premium Differential or Shift Premium Differential premiums will be paid according to Article 20, Section 20.10 and Section 20.11, respectively.</p>
Pay Premiums	Eligible for charge, preceptor, reassignment, multi-location and cross-trained differentials.
Job Openings	Can be a “float” position or on a regular nursing unit. Hours will be determined at the time of hire/transfer and these will then be considered the permanent schedule.
Hours	<p>36 hours per week; 72 hours per pay.</p> <p><u>48 weekends out of 52.</u></p> <p>RN 36/54 will work the shift that was posted when RN 36/54 initially assumed the position or to which RN 36/54 agreed. Some units could post jobs with day/night rotations. Weekends off will be determined per department scheduling guidelines.</p>
Call Offs	One incident of unscheduled call off per calendar year may be excused. Any additional unscheduled time off will be made up or count as one of the four allowable weekends off.
Hours for Weekend Pay	Hours worked between 7:00AM on Friday to 7:30AM on Monday.
On-Call	<p>On-Call requirements are the same as department On-Call requirements.</p> <p>Will receive On-Call pay as outlined in Article 14.6 when on-call and called back outside of Hours for Weekend Pay, will be paid hourly base rate as outlined Article 14.6.</p>
“Frozen”	Can be “frozen” at the end of a shift and will go into the rotation with other staff members as outlined in Article 14.9.
Mandatory/ Voluntary Time Off Mandatory/	Will be assigned in accordance to Article 10.3 of the Collective Bargaining Agreement.

Voluntary Time Off <i>(continued)</i>	Will receive regular base pay if MTO/MTU/VTU/VTO is used during the week.
Medical/Dental/Prescription/Vision	Will be eligible to participate in medical/dental/prescription/vision plans on the same basis as other full time employees as outlined in Article 21.
PTO	All but 24 hours of the RN's PTO bank will be paid out at the time of entry into the Weekend Program. RN 36/54 will accrue PTO as defined in Article 19. RN 36/54 will receive the higher Weekend pay when taking a PTO day on the weekend; base pay if taking PTO off during the week. RN 36/54 will be required to use their PTO on the four (4) weekends they are not scheduled to work during the year. <i>Example: Base \$20 but receive \$30 for weekends, would be paid \$30 for time off. If taking the day off during the week, would only receive the base pay of \$20/hour.</i> RN 36/54 must have PTO accrued in order to take off on a weekend. A manager may, however, grant unpaid weekend time off in exchange for working a shift during the week which will be paid at regular "base" rate.
Extended Sick Leave Benefit	RNs grandfathered into the extended sick leave plan will accrue on actual hours paid. RN 36/54 will receive the higher Weekend pay when RN 36/54 takes a sick day on the weekend; base hourly rate if taking a sick day for a day scheduled during the week, outside of Hours for Weekend Pay or on an approved leave of absence. <i>Example: Base \$20 but receive \$30 for weekends, would be paid \$30 for sick time off. If RN 36/54 calls off on a day that RN 36/54 is scheduled during the week, will receive base pay of \$20.</i>
Holiday	Will work holidays that fall on scheduled weekend to work. Will receive 8 hours holiday pay for non-worked holiday. Will receive matching holiday pay for worked holidays. <u>If the holiday falls on a weekend</u> , weekend rate is paid. <i>Example: work 12 hours, plus will receive 12 hours holiday pay.</i> If base is \$20, actual hours worked will be paid at \$30/hour plus \$30/hour holiday pay or \$60 an hour on a weekend holiday.
Jury Duty	Eligible as outlined in Article 13. Paid actual hours at the higher Weekend pay if the time is over the weekend; hourly base rate if off during the week, outside of the Hours for Weekend Pay.
Life Insurance	Eligible on the same basis as other full time employees as outlined in Article 21.
Disability	Eligible on the same basis as other full time employees as outlined in Article 21.
Retirement	Eligible to participate as outlined in Article 22.
Bereavement	Eligible as outlined in Article 12.
Leave of Absence	Eligible , as outlined in Article 11 and all other related provisions.
Tuition	Eligible as outlined in Article 24.
Eligibility for Overtime	Will be paid overtime for hours worked over 40 per week. For the purpose of this program, hours worked are defined in Article 14.5.
Evaluation	Participation in this program will be evaluated annually. Failure to comply with the terms of this program may cause removal from the program and placement in another status in the same unit and on the same shift.

Attachment L: RN Weekend Program**RN 24/36**

Mercy St. Vincent Medical Center
(Part Time Status)

Benefit/Comp Plan	Coverage
Salary	<p>Hourly base rate changed to reflect 36 hours of pay for 24 hours actually worked on the weekend.</p> <p>Hours worked during the week, outside of Hours for Weekend Pay, will be paid at the hourly base rate.</p> <p>Float differential will be added after the hourly base rate is adjusted.</p>
Shift Differentials and Weekend Premiums	<p>Eligible for both weekend and shift premiums in addition to weekend pay.</p> <p>Weekend Premium Differential or Shift Premium Differential premiums will be paid according to Article 20, Section 20.10 and Section 20.11, respectively.</p>
Pay Premiums	Eligible for charge, preceptor, reassignment, multi-location and cross-trained differentials.
Job Openings	Can be a “float” position or on a regular nursing unit. Hours will be negotiated at the time of hire and these will then be considered RN 24/36 permanent schedule.
Hours	<p>24 hours per week; 48 hours per pay.</p> <p>48 weekends out of 52.</p> <p>RN 24/36 will work the shift that was posted when RN 24/36 initially assumed the position or to which RN 24/36 agreed. Some units could post jobs with day/night rotations. Weekends off will be determined per department scheduling guidelines.</p>
Call Offs	<p>One incident of unscheduled call off per calendar year may be excused.</p> <p>Any additional unscheduled time off will be made up or count as one of the four allowable weekends off.</p>
Hours for Weekend Pay	<p>Hours worked between 7:00AM on Friday to 7:30AM on Monday.</p> <p>Scheduled shifts may be 8 or 12 hours.</p> <p>RN 24/36 will work the shift that was posted when RN 24/36 initially assumed the position or to which RN 24/36 agreed. Some units could post jobs with day/night rotations. Weekends off will be determined per department scheduling guidelines.</p>
Additional Hours	<p>Hours picked up during the week, outside of Hours for Weekend Pay, will be paid at hourly base rate.</p> <p><i>(Example: on the weekend RN 24/36 might earn \$30/hr.; during the week \$20/hr.)</i></p>
On-Call	<p>On-Call requirements are the same as department On-Call requirements.</p> <p>Will receive On-Call pay as outlined in Article 14.6. When on-call and called back outside of Hours for Weekend Pay, will be paid at the Weekend rate. When called in outside of Hours for Weekend Pay, will be paid base rate.</p>

Benefit/Comp Plan	Coverage
“Frozen”	Can be “frozen” at the end of a shift and will go into the rotation with other staff members as outlined in Article 14.9.
Mandatory/ Voluntary Time Off	<p>Mandatory/voluntary time, off will be assigned in accordance to Article 10.3 of the Collective Bargaining Agreement.</p> <p>Will receive On-Call pay as outlined in Article 14.6. When on-call and called back outside of Hours for Weekend Pay, will be paid at the Weekend rate. When called in outside of Hours for Weekend Pay, will be paid base rate.</p>
Medical/Dental/ Prescription/Vision	Will be eligible to participate in medical/dental/prescription/vision plans on the same basis as other full time employees as outlined in Article 21.
PTO	<p>All but 24 hours of the PTO bank will be paid out at the time of transfer into the Weekend Program. RN 24/36 will accrue PTO as defined in Article 19. Will receive the higher Weekend pay when taking a PTO day on the weekend; base pay if you take the day off during the week. Will be required to use PTO on the four (4) weekends not scheduled to work during the year.</p> <p><i>Example: Base \$20 but receive \$30 for weekends, would be paid \$30 for time off. If taking the day off during the week, would only receive the base pay of \$20/hour.</i></p> <p>Must have PTO accrued in order to take off on a weekend. A manager may, however, grant unpaid weekend time off in exchange for working a shift during the week at regular “base” pay.</p>
Extended Sick Leave Benefit	<p>RNs grandfathered into the extended sick leave plan will accrue on actual hours paid (24 hours a week). Will receive the higher Weekend pay when taking a sick day on the weekend; base rate if using a sick day for a day scheduled during the week, outside of Hours for Weekend Pay.</p> <p><i>Example: Base \$20 but receive \$30 for weekends, would be paid \$30 for sick time off. If calling off on a day that RN 24/36 is scheduled during the week, will receive base pay of \$20.</i></p>
Life Insurance	Will receive life insurance as a part time employee. Eligible on the same basis as other part time employees as outlined in Article 21.
Disability	Not covered.
Retirement	Will earn hours based on actual hours worked (24 per week) but salary will include all wages. Eligible to participate as outlined in Article 22.
Holiday	<p>Will work holidays that fall on their scheduled weekend to work. No holiday pay for non-worked holiday.</p> <p>Will receive matching holiday pay for worked holidays. If the holiday falls on a weekend, weekend rate is paid. <i>Example: work 12 hours, plus will receive 12 hours holiday pay. If base is \$20, actual hours worked will be paid at \$30/hour plus \$30/hour holiday pay or \$60 an hour on a weekend holiday.</i></p>
Bereavement	Eligible as outlined in Article 12.

Benefit/Comp Plan	Coverage
Jury Duty	Eligible as outlined in Article 13. Paid actual hours at the higher Weekend pay if the time is over the weekend; hourly base rate if off during the week, outside of the Hours for Weekend Pay.
Leave of Absence	Eligible as outlined in Article 11 and all other related provisions.
Tuition	Eligible as outlined in Article 24.
Eligibility for Overtime	Will be paid overtime for hours worked over 40 per week. For the purpose of this program, hours worked are defined in Article 14.5.
Evaluation	Participation in this program will be evaluated annually. Failure to comply with the terms of this agreement may cause removal from the program and placement in another status in the same unit and on the same shift.

Attachment M: Fitness for Duty Addendum

Guidelines for Fitness for Duty Process

Key Point: The following is only a guideline for having a Fitness for Duty exam completed. Failure to follow the guideline does not eliminate the need for the examination, the results, or the appropriateness of action resulting from the examination.

1. If a Manager or Supervisor determines that a Fitness for Duty exam is necessary, the evidence warranting such exam will be confirmed by a second Manager/Supervisor if possible.
2. The Initiating Manager/Supervisor shall:
 - Inform the Employee of the need for a Fitness for Duty exam.
 - Inform the Fitness for Duty Employee that their Union representative will be notified, unless the Employee requests that their Union representative not be notified. (During business hours notify bargaining unit chair, off hours notify applicable union steward).
 - Notify the Chief Human Resource Officer, or designee, if during regular business hours.
3. If it is during the hours of Occupational Health Services (“OHS”) operation, use the following procedure. If OHS is closed, the OHS on-call drug screener will come in to collect the specimen, and then the employee will be suspended until an appointment can be made with an OHS physician.
 - Initiating Manager/Supervisor pages OHS Manager and informs OHS of the need for a Fitness for Duty exam and identifies the Fitness for Duty Employee.
 - Manager/Supervisor, with the assistance of Human Resources, will provide documentation to the physician for review as to specifics of the reasons for the Fitness for Duty Examination.
 - OHS will identify to the Initiating Manager/Supervisor the room in which Fitness for Duty Employee will be examined. (OHS to have the room ready and Initiating Manager/Supervisor should enter by back door with employee).
 - Fitness for Duty Employee goes to OHS accompanied by Manager/Supervisor and Union representative if available, and upon employee request. If a Union representative is not available, the employee may select another on duty employee to accompany them for the Fitness for Duty exam. The employee will be paid for time spent during the Fitness for Duty exam. In the event the Fitness for Duty Employee is located at a facility away from the testing facility, the Initiating Manager/Supervisor shall arrange for transportation to the testing facility.
 - OHS will assign an OHS employee to care for the Fitness for Duty Employee.
 - Fitness for Duty Employee will need a picture ID or Initiating Manager/Supervisor to verify Fitness for Duty Employee identity.
 - Fitness for Duty Employee will not be registered in the Hospital’s admitting and registration system.

- Consent, vital signs, history, medication list, breathalyzer, and urine tox will be done. (Fitness for Duty Employee will provide breath and urine samples. If drug screen is positive for a prescription drug, the Fitness for Duty Employee may be asked to provide proof of the prescription to the OHS physician.)
 - Fitness for Duty Employee shall be examined by the OHS physician.
 - The OHS Physician shall dictate the report on private OHS dictation line.
4. The Initiating Manager/Supervisor shall assist the Fitness for Duty Employee with arranging transportation home, provided the OHS attending physician deems it necessary.
 5. Results of testing, chart and physician letter shall be delivered to the Chief Human Resource Officer, or designee, in Human Resources.

Attachment N: Departments Eligible for Administrative Time

ASCU

Cath Lab/EP

CVOR

Hemo

PACU

PES

Radiation Therapy

Special Procedures

Surgery

Attachment O: Leave Sharing Program

Mercy Health Partners
Toledo, Ohio

Title: Leave Sharing Program

Policy Number: MHP-HR-1420.0

Prepared by: Benefits Department
Department: Human Resources
Regional Vice President Human Resources

Effective Date: 1/07
Revision Date: NEW
Date of Review: NEW
Date of Next Review: 1/10

Authorized by: _____

Applies to: Hourly and Salaried (MSVMC, MSCH, MSAH, Mercy, MCH) Full-Time and Part-Time Employees

PURPOSE:

To provide salary continuation for employees who have exhausted all of their benefit hours and who have a medical emergency for themselves or immediate family that is for a medical illness/injury causing the employee a prolonged absence from their position and results in a substantial loss of income to the employee.

A medical illness/injury is one that poses a threat to life and requires inpatient, hospice or residential health care, such as cancer, major surgery, serious accident, heart attack, etc. Normal pregnancy, elective surgeries, and common illnesses are excluded. Any leave sharing that is granted to the employee (recipient), will be counted concurrently against any family/medical leave entitlement.

Policy:

A full-time or part-time employee with a minimum of 90 days is eligible to apply for use of leave sharing program. Application may be made for personal or immediate family members only. A family member is defined as a child, parent, spouse, or legal dependent for whom the employee is the primary caregiver. The employee must have exhausted all of their benefit hours (CTO/PTO, sick bank, holiday bank, disability, workers compensation). The medical illness/injury must result in the employee being out on an unpaid leave exceeding 7 consecutive calendar days of an approved leave. Contributions will then be applied retroactive back to the first day missed. Only those hourly contributions in the amount needed to cover the unpaid leave will be approved.

The leave sharing program is established through voluntary donations of CTO/PTO from an employee to another employee. Any employee may donate (minimum of 1 hour), providing they have CTO/PTO available regardless of their status. The hours donated are converted to their dollar value based on the donating employee's salary. That amount is then converted to the receiving employee in hours based on their salary.

The maximum amount of hours that a recipient can receive under the program in any calendar year is 320.

Applying for Leave Sharing:

A completed Leave Sharing form and a completed medical leave of absence form must be signed by the employee and the manager and submitted to the Regional Benefits Department.

Applications may be denied in cases of incomplete or inaccurate information, lack of supporting physician's statement, refusal to supply requested information, or suspected abuse.

Contributions:

Upon approval of the Leave Sharing application form, employees may then voluntarily contribute.

Voluntary contributors may do so by filling out a direct donor form and submitting it to the Regional Benefits Department.

Leave Sharing Bank Program Application for Use of Bank Leave
Form below or designated on-line location

Part 1 – To be completed by the employee (please print)

Name _____

SSN _____

Address/City/State/Zip _____

Hospital _____ Dept. _____

Name _____ Dept. # _____

Status _____

Date leave began _____

Anticipated duration _____

I hereby certify that I understand, agree to, and meet the requirements and conditions of the Leave Bank Program. Also, I hereby authorize the Regional Benefits Department to obtain any necessary information concerning this application.

Employee Signature

Date

Part 2 – Manager's Signature

Manager's Signature

Date

Attachment P: Medical/Prescription Coverage

Summary Overview of the Health & Welfare programs for
UAW Represented Employees
January 2021

Health and Welfare Benefits			
Eligibility Full-Time Part-Time	30 hours per week 15 hours per week		
Waiting Period Medical, Dental, Vision & Life Short & Long Term Disability	First of month following date of hire First of month following 6 months of employment in a benefit-eligible employment		
Be Well	Elevate your health and well-being by taking part in Be Well-a personalized well-being program to support your mind, body and spirit. Join wellness challenges and activities to help you achieve your well-being goals including one-on-one health coaching, team and individual challenges, and support for enhanced total well-being. Employees and spouses covered on a Bon Secours Mercy Health medical plan may be eligible to earn a Be Well Incentive HRA credit of \$600 or up to \$1,200.		
Medical Plan Designs	Plus	Flex	
	Plus Network	Flex Tier 1	Flex Tier 2
Deductible	\$/1,000 single/ \$2,000 family	\$1,500single/ \$3,000 family	\$2,500single/ \$5,000 family
Preventive Care Visit	\$0	\$0	\$0
Coinsurance – <i>patient responsibility after deductible</i>	10% BSMH Providers 20% other network facilities	10%	30%
PCP Visits	\$15 copay	\$15 copay	\$35 copay
Specialty Visits	\$55 copay	\$55 copay	\$75 copay
Emergency Room *without Nurse Access Line Referral for obvious non-emergency ER visits	\$150/\$350* copay then 10%	\$150/\$350* copay then 10%	
Inpatient Admission, Outpatient Endoscopy, Cystoscopy, Colonoscopy, Heart Catheterization, CT, PET, MRI	10% Mercy Health Providers 20% other network facilities	10% coinsurance	\$500 copay then 30% (no deductible)
Urgent Care	\$40 copay	\$40 copay	\$60 copay
Out-of-Pocket Maximum	\$2,000 single/ \$4,000 family	\$3,000 single/ \$6,000 family	\$5,500single/ \$11,000 family
<i>An out-of-network benefit (Tier 3) is available for the Flex Plan</i>			

Prescription Drugs	
30 Day Prescriptions	
Harness Health Onsite Pharmacy - Low-cost generic and brand-name drugs	\$10 copay
MedImpact Retail Pharmacy - Low-cost generic and brand-name drugs	\$15 copay
MedImpact Retail - High-cost generic and preferred brand-name drugs	20% (\$30 minimum/\$100 maximum)
MedImpact Retail - Non-preferred brand-name drugs	30% (\$50 minimum/\$150 maximum)

90 Day Prescriptions	
Harness Health Onsite Pharmacy - Low-cost generic and brand-name drugs	\$25 copay
Harness Health Mail Order - Low-cost generic and brand-name drugs	\$10 copay
Harness Health Mail Order - High-cost generic and preferred brand-name drugs	20% (\$80 minimum/\$250 maximum)
Harness Health Mail Order - Non-preferred brand-name drugs	30% (\$130 minimum/\$375 maximum)
Pharmacy Out-of-Pocket Maximum	\$1,850 single/\$3,700 family
Specialty Drugs – Different copay and coinsurance amounts apply.	
Harness Health Pharmacy is our ministry owned pharmacy.	

Dental Options						
	Core PPO, no orthodontics		Core PPO Plus, with orthodontics		Enhanced, with orthodontics	
Dental Plan	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
Deductible	\$50/\$150		\$50/\$150		\$25/\$75	\$50/\$150
Annual maximum	\$1,000		\$1,250		\$2,500	\$1,500
Ortho Maximum	Not Covered		\$1,500		\$2,000	\$2,000
Preventive Care	0%	10%	0%	10%	0%	0%
Basic Care	20%	30%	20%	30%	10%	20%
Major Care	50%	60%	50%	60%	40%	50%
Orthodontic coverage	Not Covered		50%	50%	50%	50%

Vision Options			
	Core In-Network	Enhanced In-Network	Out-of-Network Available Allowance
Eye Exam	\$15 copay	\$10 copay	Up to \$40
Lenses	\$25 copay	\$20 copay	\$40 - \$80 (depending on type of lenses)
Frames/Contacts	\$150/\$130 allowance (frames every other calendar year)	\$150/\$150 allowance	Up to \$45/Up to \$130
Flexible Spending Accounts			
Funding Healthcare Dependent Care	Employee contributes 100% of amount on pre-tax basis Up to \$2,750 annually, with \$550 carryover Up to \$5,500 annually		

Attachment Q: Uniforms

TITLE: Professional Image Policy **POLICY NUMBER:** MHP – HR – 1540.0

Prepared by: Regional VP, Human Resources
Department: Human Resources

Effective Date: 05/2010
Revised:
Date of Review: 01/2018
Next Review Date: 01/2021

Authorized by: Regional VP, Human Resources
Applies to: All Toledo Metro Entities

PURPOSE

It is the philosophy of Mercy that people are more comfortable in an environment that conveys an image of competence and professionalism and that such qualities are essential for the proper, effective, and efficient administration of healthcare services and to the healing process itself. Mercy has established this policy in an effort to assist employees in the accomplishment of this goal.

Patients, families and visitors evaluate the quality of care based on their impressions of the employees involved and personal contact. Mercy expects employees to appear professional in their dress and demeanor. A professional appearance is important to the assessment of quality by patients.

This policy applies to all employees, volunteers, and students of Mercy.

POLICY:

Mercy employees are expected to practice proper hygiene and observe standards of appropriate business attire. All Mercy employees shall be clean, well-groomed, and appropriately dressed at all times while on duty and when representing the organization.

Management has operational day-to-day responsibility for this policy. Any deviation from this policy must have the approval of Human Resources. These standards are established to assure the safety of employees, volunteers, students, and patients and to maintain a professional appearance. A neat, clean, business-like professional appearance is a requirement for all jobs.

ACCEPTABLE APPEARANCE:

Mercy employees are expected to dress appropriately at all times for their job responsibilities. The following standards for acceptable appearance shall be followed. All tops and jackets will require the application of the Mercy Health logo.

Area/Job Code	Uniform Top	Uniform Bottom	Scrub Jacket
Care Facilitators/Case Management/ Social Work (other non-bedside nurses)	Professional Attire	Professional Attire	White Lab Coat
Clinical Licensed RT/PT/OT/ST, Etc.	Pewter	Pewter	Pewter or White
Clinical Non-Licensed PCA/Unit Sec/Etc.	Royal Blue	Royal Blue	Royal Blue or White
Distribution	Ceil Blue	Ceil Blue	Ceil Blue
ED Pharmacists	Pewter	Pewter	Pewter or White

Area/Job Code	Uniform Top	Uniform Bottom	Scrub Jacket
EKG Tech	Pewter	Pewter	Pewter or White
Imaging/Diagnostics EKG/Echo/Radiology	Pewter	Pewter	Pewter or White
Lab	Pewter	Pewter	Pewter or White
LPN	Navy	Navy	Navy or White
Mammography	Pewter	Pewter	Pewter or White
Pharmacy Technicians	Royal Blue	Royal Blue	Royal Blue or White
Registration/Guest Services	Slate Gray Blouse	Black	Pewter
Rehab Services	Pewter	Pewter	Pewter or White
RN	Navy	Navy	Navy or White
Dietitians	Professional Attire or Pewter	Professional Attire or Pewter	White Lab Coat
Transportation	Royal Blue	Royal Blue	Royal Blue or White
Volunteers	Royal Blue	Royal Blue	Royal Blue or White
Cath Lab	Pewter	Pewter	Pewter or White
ED Residents	Black	Black	Black or White Lab Coat

Clothing Standards for Direct Clinical Care and Support Department Personnel

Color Guidelines:

All scrubs must be the Mercy selected brand or a brand that matches the color selected for the specific specialty and may be purchased through Mercy or a scrub retailer. Our preferred vendors are Vestagen (Vestex) or Roberts (Cherokee). These vendors will apply the Mercy logo for you at the time of purchase. The Hospital Gift Shop will apply the logo for a fee.

Scrub Combinations:

Scrub tops and pants must be worn together. The scrub top may be worn under a scrub jacket or independent of a scrub jacket. Skirts matching the uniform color may be worn.

Undershirts:

A short or long sleeved, collarless shirt, crew neck, V-neck, turtleneck or mock turtleneck may be worn under the scrub top, and must be tucked in at all times. Sleeves have to be three quarter length or shorter or be able to be rolled and/or pushed up to the elbow. Undershirts must be a solid color that matches the color of the scrub, or it must be white. This is also applicable to hospital issued ceil blue scrubs with the Mercy Health logo.

Shoes:

Shoes and socks will be selected for comfort by the employees. Athletic shoes that complement the scrub color may be worn. Mesh type athletic shoes, Crocs and Clogs are acceptable. Crocs and Clogs with top holes are not permitted. Shoes are to be kept clean and in good condition. Stockings or hosiery must be worn. Personnel involved with the movement of large objects (ie., patient beds, supply carts, portable x-ray equipment, etc.) or personnel working in contaminated areas are required to wear appropriate closed-toe, protective footwear as dictated by departmental standards. Shoes must provide protection from occupational exposure.

Lab Coat and/or Jacket and Scrub Warm-Up:

All staff in scrubs may wear a scrub warm-up matching the color of the scrubs or a white lab jacket/coat or scrub warm-up.

Pregnancy:

Employees may wear white maternity shirt of maternity shirt that matches their specific scrub color instead of scrub top during the duration of pregnancy.

Jewelry, Piercings and Fingernails:

All accessories must meet safety and infection control standards.

Jewelry must be plain and inconspicuous and must be able to be worn with a gloved hand.

Earrings, pierced or clip-on, should be of a suitable size, no larger than one and one-half inch in diameter and/or length. Dangling earrings, gauges, or excessive jewelry shall not be worn around patients for safety reasons.

Necklaces that do not interfere with patient care may be worn.

Visible body piercings, including but not limited to the tongue, is not permitted.

Fingernails must be clean, neatly trimmed, well-manicured, and may not extend ¼ inch past the tip of the finger. Fingernails must not distract or interfere with the work performance. Nail polish that is chipped must be removed.

Patients and resident caregivers (individuals having hands-on patient/resident contact), pharmacy staff, staff handling sterile supplies, staff preparing, handling or serving food, reprocessing staff and environmental service staff are not to wear artificial fingernails. Artificial fingernails are defined as any material applied to the nail for the purpose of strengthening or lengthening nails including, but not limited to: shellac, wraps, gel overlays, acrylics, tips, tapes or any appliques other than those made by nail polish.

Fingernail piercing is prohibited for both natural and artificial fingernails.

Attention must be given to cleaning around the base of the fingernails, cuticles, as well as the undersides of nail tips when washing hands. Refer to Metro IC-05 policy, Standard and Transmission-based Precautions for guidelines regarding artificial nails.

B: Clothing Standards for Non-Clinical Departments

Business and Business Casual Guidelines:

Business and/or Business Casual clothing is defined as clothing that allows one to feel comfortable at work, yet still maintain a neat and professional appearance. Examples of Business and/or Business Casual are:

MEN'S WEAR: shirts, ties, suits, shirts with collars, sweaters, khaki slacks or other types of dress slacks.

WOMEN'S WEAR: dress pants, suits, khakis, dresses, divided shirts, gauchos, dress pants that are mid-calf, sweaters, and shirts that cover the shoulders. Skirts and dresses must be an acceptable business length.

Spaghetti straps, tank tops, halter tops, or exposed midriffs are not permitted. Jeans, stretch pants, casual or sporty capris, sweatpants, sweat suits, T-shirts, jogging clothes, skorts, or shorts are not to be worn.

Shoes such as heels, flats, pumps, loafers, sandals, and athletic shoes are allowed. Footwear should be clean. Neat and in good repair. Sandals and open-toed shoes with or without hosiery may be appropriate for an office setting, dependent upon the individual department's requirements and management approval. When in the clinical environment stockings or hosiery must be worn.

C. Additional Dress Guidelines for All Departments

ID Badges:

All employees must wear the approved Mercy ID Badge, with face and name clearly visible, and above the waistline so that it is easily read by others. The Mercy Photo Identification is to be worn at all times during working hours. Please refer to the Employee Identification Badge Policy: MHP-S-101.

Jeans:

Jeans are permitted for employees attending staff meetings or in-service meetings held on a day that the employee is not regularly scheduled. Jeans may also be worn into work by staff members who are required to change into Hospital issued scrubs.

Tattoos:

Employees may not display visible tattoos while at work. Any tattoo not covered by the employee's clothing must be covered by alternate methods (i.e. gloves, make-up, bandages, tape, turtlenecks shirt, etc.).

Hair:

Hair, including facial hair, must be clean, neat and well-trimmed. Hair styles should not interfere with work requirements or come into contact with patients. Conservative color and style should be consistent with a professional environment. Hair color shall be natural looking, bold colors (i.e. blues, greens, pinks, oranges or other unnatural hair colors) are not permitted. Employees while working in patient care areas must wear their hair off the shoulders. Hair adornments must not interfere with work, be disruptive to patient care or violate infection control practices.

Fragrance:

All employees must be sensitive to others' reactions and health issues when wearing scents in the health care environment. Scent should be worn conservatively. Some departments may prohibit the use of scents so as to not to interfere with patient care or co-workers.

Holiday Apparel (Tops Only – should be appropriate for specific work environment):

Holiday specific apparel may be worn one week prior to, and one week after, the following holidays: Christmas, Hanukkah and Kwanzaa.

Holiday specific apparel may be worn the day before, the day of, and the day after the following holidays: New Year Day, Thanksgiving, Valentine Day, St. Patrick Day, Easter, Independence Day, Halloween and Mercy sanctioned events and/or activities.

Fit:

Tight, form fitting or low-cut attire is not acceptable. Tops must have a modest neckline. No midriff should be showing, even when reaching or bending.

Additional Standards:

Undergarments are required and should not be visible under clothing.

Transparent or sheer fabrics may not be worn.

Mini-skirts or very short dresses may not be worn.

Torn, stained, paint spattered or bleach marked clothing may not be worn.

Clothing with offensive writing or graphics may not be worn.

Only pins or buttons approved by the organization may be worn.

All other departments in uniform, for example: dietary and security, should follow these standards, as well as their department guidelines.

POLICY VIOLATIONS

These guidelines are not intended to be an all-inclusive listing of dress code violations and/or appropriate attire that may be cause for corrective action. Employees in violation of this policy may be sent home to make the necessary changes or be required to change into hospital issued scrubs. Employees in violation of this policy may also be subject to disciplinary action.

DISCRETION TO MODIFY POLICY

Mercy periodically reviews and revises its policies, and this policy as with all others, is subject to change at Mercy's discretion. This policy supersedes all prior written policies on this subject.

Letter of Agreement No. 1: Grant Employees

Mercy St. Vincent Medical Center ("MSVMC") has advised the UAW ("Union") that MSVMC employs persons, within the bargaining units represented by the Union, who work pursuant to a grant issued to MSVMC by a governmental agency, foundation, or similar entity ("grant employee"). MSVMC and the Union recognize that the funding for such grant programs and the duration of the programs are regulated by the governmental agency, foundation, or similar entity issuing the grant. Because of these restrictions, MSVMC and the Union recognize that the wage rate, effective date of the wage rate, the benefits provided for these grant employees, job duties, and work location may be different than the wage rate, effective date of the wage rate, benefits, job duties and work locations that are provided in the labor agreements between MSVMC and the Union. MSVMC will notify the Union when it receives a grant which will involve employees who will be within a bargaining unit covered by their labor agreement, and advise the Union of the terms of the grant as it affects such employees.

In the event of any change after the issuance of the grant, MSVMC and the Union recognize that the funding governmental agency, foundation, or similar entity retains and may make unilateral changes in the terms of the grant. MSVMC will advise the Union of any changes which occur in the grant during its term.

- Subject to the following provisions, MSVMC and the Union agree that the terms and conditions of employment for grant employees in the bargaining units represented by the Union, will be governed by the terms of the grant, and not by the applicable labor agreement, except the following terms and conditions of employment shall apply: Employees covered by the grant who are performing work within a bargaining unit represented by the Union will, as a condition of employment, be subject to the Union Security and Check Off provisions of the labor agreement applicable to such bargaining unit.
- MSVMC will post grant positions on a bargaining unit wide basis within the applicable bargaining unit and at the same time, it posts grant positions, MSVMC may seek outside applicants. Any employee selected for such position will be subject to the trial period or the applicable probationary period provided in the applicable labor agreement.
- MSVMC shall have discretion as to whom to select to fill a grant position, provided that it will not discriminate against any person because of their inclusion in a bargaining unit represented by the Union.
- In the event of a layoff in the bargaining unit, while a grant is in effect, the grant employees will not be subject to displacement as provided in the respective labor agreement.
- A grant employee will acquire and accumulate seniority in the bargaining unit which can be used at the time of the of the grant's termination or at the time of a lay off due to a disruption in grant funding in the following manner:
 - i. the grant employee may fill any open position within their classification and status, or
 - ii. bid for a posted position; such bidding shall be under the terms of the applicable collective bargaining agreement.
- At the conclusion of the grant, the grant employee will be considered terminated and will lose all seniority unless within thirty (30) days after the grant's conclusion they fill an open position or successfully bid for a position as provided in the preceding paragraph.

- During the term of the grant, grant employees cannot bid for open or posted positions but are to continue to work in the grant program.
- A grant employee will accrue service for benefit purposes while employed in the grant program, which service will transfer with them in the event they transfer to a non-grant position.
- For discipline purposes, a grant employee will be terminated only for just cause, and may file a grievance under the Grievance Procedure in the applicable labor agreement.

Except as provided in this Letter of Agreement, the terms and conditions of employment for such grant employees are governed by the applicable labor agreement only to the extent that the Employer elects to apply them.

Following is a listing of Grant Programs in effect on the ratification date of the initial MSVMC and UAW labor agreements.

- 1) Healthy Connections for Families
- 2) Positive Choice Grant
- 3) Mental Retardation and Developmentally Disabled – Early Intervention Program
- 4) Women, Infants, Children Program
- 5) Toledo Public Schools Health Program
- 6) Central City Ministries – Parish Nurse Program

Letter of Agreement No. 2: Life Flight and Mobile Life

Mercy St. Vincent Medical Center (MSVMC) and the UAW (Union) agree that employees employed in MSVMC's Life Flight and Mobile Life are included within the respective bargaining unit applicable to their classification.

However, MSVMC and the Union recognize that services provided by such employees are unique, and that such employees are ambassadors for MSVMC in the community/area serviced by MSVMC, and provide volunteer services to the community which are beneficial to MSVMC and help extend MSVMC's services, which ultimately provides job security for bargaining unit employees. MSVMC and the Union recognize that, because of these factors, generally, there are other considerations in addition to service and prior work experience, which are necessary for evaluation when filling a position in Life Flight and Mobile Life, and are necessary for consideration in other situations.

Because of these factors, while MSVMC and the Union agree that generally the terms of the MSVMC/Union labor agreement will apply to Life Flight and Mobile Life employees, they agree that, after posting the applicable job in the applicable bargaining unit and seeking outside applicants, MSVMC may select the candidate, whether internal or external to MSVMC, whom MSVMC determines best meets the qualifications and qualities MSVMC determines are necessary. The Seniority provisions of the applicable contract regarding temporary layoffs, as well as the Hours provisions regarding the number of hours worked or on call, scheduling, including weekend scheduling, and changing of shifts, and the premium for working at multiple sites will not be applicable to Life Flight or Mobile Life employees. The wages for a Life Flight or Mobile Life employees shall continue to be calculated as they were prior to the date of this Letter Agreement, except that they are eligible for the changes made for overtime computation as provided in Article 14, Section 14.5, and on call provided in Article 14, Section 14.6 and will receive the negotiated wage increases and benefits.

MSVMC and the Union agree that this Agreement may be modified by mutual agreement.

Letter of Agreement No. 3: Drug or Alcohol Standard

Mercy St. Vincent Medical Center and the Union have reviewed the minimum standards for determining the presence of unlawful drugs or alcohol in an employee's system, and agreed to all minimum standards published and being administered by the Employer's Occupational Medicine Department on September 1, 2000, provided that as to alcohol, the Employer and the Union agree that the minimum standard for discipline purposes shall be .04 alcohol concentration. The Union recognizes that if an employee is tested between .02 and .04, he will be retested so as to make the breathalyzer used by the Employer's Occupational Medicine Department operable.

In non-alcohol related situations the attending physician in Occupational Health or the Emergency Department will determine whether the employee tested is fit to return to duty on the applicable shift. If such attending physician determines that the employee is not fit to return to duty, the employee will be sent home and (1) if the results indicate that the employee tested at the minimum standards or above, the employee will be subject to discipline and not be paid or allowed to use PTO for the balance of the shift on which sent home; (2) if the employee tests below the minimum standard, the employee will not be subject to discipline, and may elect to use PTO for the balance of the shift on which he was sent home.

In alcohol related situations, if the employee tests at the minimum standard or above, the employee will be sent home without pay for the balance of the shift, may not use PTO, and be subject to discipline. In alcohol related situations, if the employee tests below the minimum standard, but has an odor of alcohol as determined by the attending physician, the Employer reserves the right to send the employee home for the balance of the shift and said employee may elect to use PTO for the balance of the shift.

Letter of Agreement No. 4: Reinstatement Following Leaves of Absence

Mercy St. Vincent Medical Center (“Employer”) and the International Union, United Automobile Aerospace and Agricultural Implement Workers of America and its Local 2213 (“Union”) agree that the following Sections of their collective bargaining agreement (“CBA”) will be applied as provided in this Letter of Agreement:

- 1) Section 11.1(l). Reinstatement Following Leaves of Absence. Section 11.1(l) provides that an employee on a leave of absence, other than a Scholastic Leave, will be reinstated to their classification, status, shift, unit and regular schedule provided they return within one hundred and twenty (120) days of the first day of such leave. The Employer and the Union agree that the one hundred twenty (120) day period shall be an accumulation of all leaves (except Union Leave under the collective bargaining agreement) taken during a “rolling” twelve month period commencing with the first leave, subject to the provisions of the Family Medical Leave Act (“FMLA”) for an employee who takes multiple leaves during the “rolling” twelve month period, the last of which is covered by the FMLA.

Following are examples of the application of this provision:

Example 1. An employee takes a personal medical leave for seventy (70) days commencing on March 1. On September 1 during the same “rolling” twelve (12) month period, the employee takes a forty-five (45) day leave. In this situation, the employee would be reinstated after both leaves to their regular position as provided in Section 11.1(l). If such employee’s second leave during the “rolling” twelve (12) month period was for sixty (60) days, then after the second leave the employee would not be reinstated to their regular position, unless such position remained open, since they would have been on leave for one hundred and thirty (130) days during the “rolling” twelve (12) month period, but would be reinstated to an open position or displace the least senior employee in their classification unit and status as provided in Section 11.1(l).

Example 2. An employee takes a Scholastic Leave for ninety (90) days on March 1, and thereafter within the “rolling” twelve (12) month period of March 1 takes a FMLA leave for twelve (12) weeks. Under the provisions of the FMLA, such an employee would be reinstated “to the position of employment held by the employee when the leave commenced or an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.”

The Employer may initiate the above provision in place of the provisions in the collective bargaining agreement. If so implemented, the Union will be given thirty (30) days advance notice, and the above provision will be applied prospectively to leaves of absence taken after the provision’s implementation.

Letter of Agreement No. 5: Extended Sick Bank

Mercy St. Vincent Medical Center (“MSVMC”) and UAW, Local 2213 (“Union”) agree that any employee whose employment is terminated with MSVMC or who transfers from a full or part time position will have their accumulated extended sick bank frozen for a period of one (1) year from the effective date of such termination or transfer. If within that one (1) year period the employee is rehired into a full or part time position or if the employee transfers back into a full or part time position, then their sick bank that was frozen shall be credited back to their active extended sick leave bank. If the employee does not return to a full or part time position within one (1) year from the date of termination or transfer, then their frozen sick bank shall be eliminated as if it was never accumulated.

Upon any employee’s rehire into a full or part time position (within one (1) year of termination) or once an employee returns from a contingent, supplemental or per diem position to a full or part time position (and once the sick bank is re-credited), the employee must remain full or part time for the period of at least one (1) year from the date of re-hire or transfer back to full or part time status in order for the extended sick bank to be paid out simultaneously with retirement. In other words, such employees (those who are eligible for retirement under MSVMC’s pension plan) may only receive payment of accrued extended sick leave benefits if they remain full or part time for at least one (1) year from going back to a full or part time position.

Letter of Agreement No. 6: Crisis Pay

MSVMC and the UAW, Local 2213 recognize that a process is in place relating to Crisis Pay and PRP.

Letter of Agreement No. 7: Outpatient Pharmacy Hours

MSVMC and UAW, Local 2213 agree that if Out Patient Pharmacy hours are materially to be reduced, MSVMC will meet with the Union, including the bargaining unit Chairpersons to review the reasons for the change.

Letter of Agreement No. 8: Temporary Transfer and Preceptor Pay

MSVMC and UAW, Local-2213 agreed that Temporary Transfer (Section 20.8) and Preceptor Pay (Section 20.15) would be paid for an entire shift if the transferred employee worked in a classification with a higher maximum wage rate or as a Preceptor.

During negotiations, the Union's bargaining team expressed concern that supervisors would repeatedly work employees up to the majority of shift hours in such different classification or as a Preceptor, and then re-assign the employee or remove Preceptor responsibilities to avoid paying Temporary Transfer or Preceptor pay. In these discussions, MSVMC indicated to the Union that if Union representatives believed such intentional avoidance was occurring, the Union's Chairperson would notify Human Resources. In such event, MSVMC and the Union would jointly review the facts involved to assure that such avoidance if occurring, is remedied.

Letter of Agreement No. 9: Scheduling of PTO

Article 14, Section 14.8(a) of the Mercy St. Vincent Medical Center (“MSVMC”)/UAW collective bargaining agreements provide that requests for days off (PTO) must be presented six (6) weeks in advance of the first day of the schedule.

During the period prior to the posting of the schedule, MSVMC and UAW, Local 2213 agree that it is the responsibility of MSVMC managers, supervisors, and schedulers to accommodate the requests for days off. During the 6 week period provided in Section 14.8(a), an employee will not be required to find their own weekend replacement for a PTO request.

MSVMC and the UAW, Local 2213 recognize, however, that all requests for days off may not be granted due to the lack of available coverage. When that occurs, MSVMC will indicate those requests which can be accommodated because there is available coverage. Accommodation for days off will be made consistent with unit/department guidelines modified to be consistent with this Letter of Agreement.

If an employee’s request is not accommodated on the schedule the employee has the option to find a replacement consistent with department/unit guidelines.

Letter of Agreement No. 10: Charge/Leader Classifications

During the negotiations of their 2009 – 2012, Mercy St. Vincent Medical Center and the UAW, Local 2213 bargained about the impact of the NLRB's decision in the case of Oakwood Health Care System/UAW and the U.S. Supreme Court's Kentucky River decision.

These decisions related to the supervisory status under federal labor law of employees in Leader/Charge positions.

The following classifications are in the MSVMC/UAW respective agreements.

NURSING

Clinical Care Coordinator
Clinical Coordinator – C.D.G.
Clinical Coordinator – Diabetes Education
Clinical Coordinator – Wound Care
Community Health Affairs Nursing Coordinator
Critical Care Transport Operations Coordinator
Patient Placement Coordinator
Emergency Operations Nurse Coordinator
Senior Staff Nurse
Senior Staff Nurse/4

Under the Oakwood/UAW and Kentucky River decision's, employees in the above list classifications or similar classifications may be supervisors and, therefore, excludable from the applicable bargaining unit.

However, to continue stability of labor relations, and to foster the cooperation of employees in the above classifications and other employees represented by the UAW in providing services for MSVMC patients, MSVMC and the UAW agree as follows:

Neither MSVMC nor UAW, Local 2213 will file a unit clarification petition with the NLRB to exclude employees in the above listed classifications from the collective bargaining unit covered by the applicable CBA.

MSVMC and UAW, Local 2213 agree that employees in the above listed classifications shall be, and are, included in the respective bargaining unit and covered by the terms of the applicable CBA, although the duties of the employees in those classifications may require the performance of supervisory duties.

MSVMC and UAW, Local 2213 agree that neither party will discriminate against, or in any way penalize, the employees in the above classifications because of their performance of supervisory duties. MSVMC and UAW, Local 2213 further agrees that it will not take any action aimed at in any way at discouraging employees from accepting positions in the above classifications.

Letter of Agreement No. 11: Watch/Guard Training

Any employees who are assigned to watch/guard patients will have training in accordance with then existing hospital policy.

Memorandum of Understanding No. 1: Nurse Practitioners

Given the unique practice requirements for the bargaining unit nurse practitioners, the Union hereby agrees that the Employer has the right to negotiate terms and conditions of employment, including compensation, directly with the bargaining unit nurse practitioners. Such terms and conditions of employment shall be reduced to a written contract between the Employer and bargaining unit nurse practitioners. The Employer shall provide the Union with a copy of such written agreements. The terms and conditions set forth in this Collective Bargaining Agreement shall govern all other terms and conditions of employment of the nurse practitioners not covered in their individual written agreements. To the extent that there is any conflict between an individual bargaining unit nurse practitioner agreement and this Collective Bargaining Agreement, the individual agreement shall prevail.

Memorandum of Understanding No. 2: Virtual Orientation

This Agreement is hereby entered into by and between Mercy Health – St. Vincent Medical Center (Employer) and the United Auto Workers, Locals 12 (Service & Technical Units) and Local 2213 (RN Unit) collectively, “the Union.”

Whereas, the Employer and the Union are parties to Collective Bargaining Agreements (CBAs) for each of the three bargaining units and all three CBAs expire September 30, 2021;

Whereas, pursuant to Section 27.7 of all three CBAs, the Union has the right to participate in the Employer’s new hire orientation;

Whereas, the Employer notified the Union that as a consequence of the Covid-19 pandemic the Employer’s new hire orientation shall now take place virtually using video conferencing, replacing in-person orientation, and the expectation is that regardless of the pandemic, that the Employer’s new hire orientation will remain virtual;

Therefore, in consideration of the foregoing, the Parties acknowledge and agree to the following:

The Parties agree that the Effective Date of this Agreement shall be May 26, 2020, the date the Employer provided the Union notice of the virtual orientation.

The Union shall be given a sixty (60) minute period to orient newly hired bargaining unit members to the Union.

The sixty (60) minute period shall be scheduled with the bargaining unit and the new hire employee.

The Union shall provide a virtual platform to conduct the orientation separate from the Employer’s platform

The Employer shall provide to the orientees the necessary ~~log-on~~ information to connect to the union orientation. This information shall be provided on the Employer’s welcome email for those employees who will be represented by the Union. The Employer’s current welcome email states: In addition to attending the above outlined orientation, your position is covered by a collective bargaining agreement. As a result, you will be in a union and must contact the respective Union Chairperson within 5 business days to attend an additional orientation.

The Employer shall notify the Union no later than the Friday prior to virtual orientation (typically taking place on Mondays), of the date, time, and number of orientees attending the orientation sessions, and shall provide the Union with the following information electronically via email for each orientation participant: name of designated bargaining unit, first name, last name, job title, department, home address, phone number, email address.

Following the orientation, the Union shall be given an opportunity to follow up in-person with new hires in accordance with the parameters of applicable CBAs for delegates meeting with employees.

If at any time the employer reverts back to in-person orientation, the Union will also revert back to in-person orientation.

Memorandum of Understanding No. 3: Exhaustion of Outstanding Holiday Banks

In accordance with Article 18, Section 18.18, the existing holiday banks will be exhausted by the end of the 2021-2025 CBA. To this end:

Those employees with fewer than twelve (12) banked holiday hours will have such hours rolled into their existing PTO balance effective the first full pay period of January 2023.

Those employees with more than twelve (12) banked holiday hours will have such hours paid out at the employee's then-current rate the first full pay of January 2023.

Any employee retiring before the first full pay period in January 2023 will have their banked holiday hours paid out, regardless of the amount.

Side Letter No. 1: PTO Use

The Union expressed concern about employee's inability to use accrued vacation. To the extent employees are not permitted to schedule vacation due to staffing, or have scheduled vacation cancelled due to staffing, such issues shall be addressed at an Operational Improvement meeting between the parties.

Side Letter No. 2: Women & Children's

During the 2018-19 negotiations, the Union expressed concerns about the lack of training and protocols for RNs in the Women's and Children's departments (which include Pediatrics, Pediatric ICU, Neonatal ICU, and 7-C Post-Partum) before being assigned as a patient sitter/guard in the adult population/census. Both parties agree that, and are committed to, the utmost safety in the care of our patients. To this end, the parties agree to review the current policies and appropriate training opportunities for patient guarding/sitting and transporting patients in the adult population/census at the Operational Improvement Meeting.

Side Letter No. 3: On-Call

During the 2018-19 renewal negotiations, the parties discussed the Hospital's operational need for on-call. To that end, the parties agree that on-call coverage for sites not included within the collective bargaining agreement will be discontinued.

The parties further agree that, in Surgery, the current average on call is 1,372 hours per associate per year. The Hospital agrees to reduce the above on call amount by a total of fifteen percent (15%) in the eighteen (18) months following ratification of the 2018-19 Agreement, and that at least ten percent (10%) of this total reduction shall be implemented in the twelve (12) months following ratification of the 2018-19 Agreement.

The parties acknowledge that, in the event that the Hospital fails to meet the targeted reduction amounts provided for above, this failure will be subject to the grievance and arbitration procedure provided for in Article 6.

Side Letter No. 4: Staffing Information

To improve communications between the parties regarding the staffing at the Hospital, the Employer will make sure applicable staffing grids and staffing productivity measures are in each department, and provided to the Union consistent with the parties' Agreement. The Employer shall not, however, be responsible for unforeseen situations in which such information is unavailable or delayed.