

**AGREEMENT**

**Between**

**MORROW COUNTY HEALTH DISTRICT**

**&**

**MORROW COUNTY HEALTH DISTRICT**

**LOCAL UNION 2479-1**

**AMERICAN FEDERATION OF**

**STATE, COUNTY & MUNICIPAL EMPLOYEES**

**AFSCME, AFL-CIO**

**July 1, 2017 – June 30, 2020**

TABLE OF CONTENTS

	Page
PREAMBLE .....	3
ARTICLE 1            RECOGNITION .....	3
ARTICLE 2            UNION ACCOMMODATION .....	4
ARTICLE 3            MANAGEMENT RIGHTS .....	6
ARTICLE 4            STRIKES AND LOCKOUTS .....	8
ARTICLE 5            NON-DISCRIMINATION .....	8
ARTICLE 6            HOURS AND OVERTIME .....	9
ARTICLE 7            VACATION TIME .....	11
ARTICLE 9            SICK LEAVE .....	14
ARTICLE 10           PAID LEAVE .....	16
ARTICLE 11           LAYOFF AND RECALL .....	16
ARTICLE 12           EMPLOYEE RIGHTS .....	17
ARTICLE 13           SETTLEMENT OF DISPUTES .....	20
ARTICLE 14           NON-PAID LEAVE .....	21
ARTICLE 15           SAVINGS CLAUSE .....	22
ARTICLE 16           ADDITIONAL BENEFITS .....	22
ARTICLE 17           COMPENSATION .....	24
ARTICLE 18           DURATION .....	25
APPENDIX A           HOURLY WAGES .....	

## **PREAMBLE**

This Agreement is entered into by the Morrow County Health District, hereinafter referred to as the District, and AFSCME Local 2479-1, a local of the American Federation of State, County and Municipal Employees Council 75, AFL-CIO, hereinafter referred to as the Union, for the purpose of prescribing the rates of pay, hours of work, benefits and other terms and conditions of employment for all employees in the bargaining unit hereafter described. Except as otherwise required by ORS 243, terms and conditions not specifically covered by this Agreement are retained among the exclusive rights and prerogatives of the District.

## **ARTICLE 1 RECOGNITION**

### **Section 1. Recognition Agreement:**

The District recognizes the Union as the sole and exclusive bargaining agent for all employees assigned to any of the classifications listed in Appendix A hereof, excluding part-time employees working less than twenty (20) hours per week.

### **Section 2. Definitions:**

#### **A. Regularly Scheduled Part-time:**

A part-time employee covered by this Agreement shall be an employee who is employed on a regularly scheduled basis, for an average of twenty (20) hours or more per week but less than full-time. The four (4) most recent calendar months shall be used to establish the average.

#### **B. Temporary:**

Temporary employees are defined as those employees holding jobs of limited duration (not more than four months) arising out of special projects, abnormal workloads, emergencies or as replacement for a regular employee who is on paid or non-paid leave. Should the circumstance requiring the temporary employee continue past four months in a position covered by this Agreement, the issue will be discussed with the Department Head, Administration and a representative of the Union.

#### **C. Probationary Employee:**

Shall mean any employee serving the four-month (4) probation period applicable to all new employees. Notwithstanding the provisions of Article 12, Section 1, Discipline, such an employee may be discharged without the right to appeal such action.

#### **D. Occasional Part-time**

Employees who are scheduled to work on an as needed basis of not more than 20 hours per week are considered to have Occasional Part-time status. Hours may vary according to unforeseen

circumstances. Termination may result if the employee is unavailable for work or has not worked in a six-month period. This employee classification is not eligible for employer-paid benefits. This classification is not covered under this Agreement.

#### **E. Seniority:**

For all instances in which employee seniority (or years of service) must be applied in this Agreement, an employee's seniority shall be determined by the following:

1. For service prior to July 1, 1985, all months in which the employee has worked ten (10) days or more since his or her most recent date of hire shall be counted.
2. Commencing July 1, 1985, all hours worked in any position that is covered by the bargaining unit since the employee's most recent date of hire shall be counted. Hours shall be converted to months on the basis of 173.3-hours-equals-one-month. Vacation time, sick leave, the period of a temporary disability that is covered by Workers Compensation, and military and education leave shall be counted as time worked for purposes of determining seniority.

#### **Section 3. New Positions:**

If the District establishes a new position which it believes is excluded from the bargaining unit under ORS 243.650 or reclassifies an existing bargaining unit position so as to exclude it from the bargaining unit, it shall notify the Union in writing within thirty (30) days following the action as to whether or not it believes the classification to be within the bargaining unit. The Union must notify the employer in writing within thirty (30) days from receipt of the notification if it disagrees about the inclusion or exclusion of the classification in the bargaining unit or the matter becomes closed. If notice of the disagreement is received within the thirty (30) days of above notification, the parties shall meet within thirty (30) days of above notification, or later if mutually agreed to, to discuss the matter. If agreement is not reached within thirty (30) days, the Union may submit the matter to mutually agreed-upon Arbitrator. The District may at its discretion fill the position or leave it vacant while the above procedure is being observed. In the event that it is found that any employees are inappropriately classed they shall be integrated into the bargaining unit without loss of pay or other benefits.

### **ARTICLE 2 UNION ACCOMMODATION**

#### **Section 1: Fair Share:**

A. The District agrees to deduct the uniformly required Union membership dues and other authorized fees or assessments once each month from the pay of those employees who have authorized such deductions in writing. Except as provided in the following, an amount equal to the cost of representation (fair share) as certified in writing by the Union to the District, not, however, to exceed the amount of the uniformly required dues will be deducted from the pay of all employees in the bargaining unit who have not provided the District with such authorization.

B. The provisions of Part A hereof shall not apply if an employee objects in writing to the Union based on personal or religious reasons. The Union will provide the District with a copy of any such letter within ten (10) working days of its receipt. In such instances, the employee shall authorize a deduction from his/her pay which is in lieu of and equivalent to the fair share amount. Such payroll deduction shall be in addition to any previously established deduction and shall be for the United Fund or other mutually satisfactory charitable organization as agreed to between the employee and the Union.

C. For the purposes of calculating months to determine the beginning or end of the payroll deductions called for in Parts A or B of this section, dues or like amounts shall be deducted for any calendar month during which the employee works ten (10) working days or more.

D. The Union will indemnify, defend and hold the District harmless against any claims made and against any suit instituted against the District as a result of any District action taken pursuant to the provisions of this Article. The Union and the District each agree to reimburse any monies paid or not paid in error within thirty (30) days of notification of such error.

E. A list of members/fair share shall be given to the Union monthly, the list is to include name, Social Security number and amount of dues/fair share.

#### **Section 2: Break Room and Bulletin Board:**

The District agrees to continue to furnish and maintain a suitable bulletin board at all District locations to be used by the Union. Such bulletin board shall be the repository of all Union information upon District premises, and all items so posted shall bear the name, title and signature of the Union official authorizing such posting. The District agrees to furnish and maintain a Rest Break Room and an area with lockers (at the hospital) for the use of employees in the bargaining unit.

#### **Section 3: Visits by Union Representative:**

A Union business representative may visit the District, provided that visits in such capacity shall be strictly confined to non-patient care areas of the District, and provided further that there is no interference with normal work activities of employees. The District administration shall be notified of any such visit at the time of entry to the District facilities.

#### **Section 4: Reports:**

Once a month, the employer will provide the following information by electronic report(s);

- A. Notify the Union of all new hires in the bargaining unit. Such notification shall include the employee's name, home mailing address, position for which they were hired, home phone number and date of birth.
- B. Provide the Union notice of non-retiree terminations of employment effective date: resignation, layoffs, or termination.

**Section 5: New Employee Orientation:**

A Union representative will be allowed up to Thirty (30) minutes during the new employee orientation to make a presentation to represented employees.

**Section 6: Union Business Leave:**

- A. Brown Bag Lunches: The Employer will support brown bag lunches by the Union by providing space for such lunches, subject to room availability, and by directing supervisors to be flexible with employees' scheduled lunch breaks to allow employee attendance, as work needs allow. Employees may attend such lunches during their non-work time.
- B. Time Off for Union Activities: Union-designated employees may be allowed time off without pay to attend union-sponsored meetings, training sessions, conferences, and conventions. The employees' time off will not interfere with the operating needs of the employer. The employees may use vacation leave instead of leave without pay.
- C. Temporary Employment with the Union: Upon request of the Union, the Employer may grant leave with pay for temporary employment with the Union, not to exceed a maximum of seven (7) days. The Union will give the Employer at least thirty (30) calendar day's prior notice, unless otherwise agreed. The Union will reimburse the Employer for the "fully burdened costs of the positions" the Employer incurs as a result of placing the employee on leave with pay during the period of absence. The Union will reimburse the Employer each month for the previous month, upon receipt of an itemized summary of the costs to be charged to the union. For purposes of this provision, "fully burdened costs of the positions" means the cost of wages, benefits, workers' compensation insurance, and other administrative costs not to exceed 5% of the employee's total salary.

**Section 7: Negotiating Team:**

Negotiating times will be scheduled by mutual agreement between the Union and management. Up to three bargaining unit members will be released from work without loss of compensation or vacation time to serve on the negotiating committee for bargaining. The members of the team must be declared 30 days in advance for scheduling purposes or as other otherwise agreed.

**ARTICLE 3 MANAGEMENT RIGHTS**

**Section 1. General Rights:**

The District retains all the customary, usual, and exclusive rights, decision-making, prerogatives, functions, and authority connected with or in any way incident to its responsibility to manage the affairs of the District or any department or function thereof. The rights of employees in the bargaining unit and the Union are limited to those specifically set forth in this Agreement, and the Hospital retains all prerogatives, functions, and rights not specifically limited by the terms of this Agreement. The District shall have no obligation to bargain with the Union with respect to any such subjects or the exercise of its discretion and decision-making with regard thereto, any subjects

covered by the terms of this Agreement and closed to further bargaining for the term hereof, and any subject which was or might have been raised in the course of collective bargaining.

**Section 2. Specific Rights:**

Without limitation, but by way of illustration, the exclusive prerogatives, functions and rights of the District shall include the following:

A. To direct and supervise all operation, functions and policies of the departments in which the employees in the bargaining unit are employed; and operations, functions and policies in the remainder of the District as they may affect employees in the bargaining unit.

B. To close, liquidate or combine any department, office, branch, operation or facility, service, or combination thereof, or to relocate, reorganize, or combine the work of departments, division, offices, branches, operations of facilities for budgetary or any other reasons.

C. To determine the need for a reduction or an increase in the work force and the implementation of any decision with regard thereto.

D. To establish, review and implement standards for hiring, classification, promotion, quality or work, safety, materials, equipment, dress, cleanliness, grooming, personal conduct, uniforms, appearance, methods and procedures.

E. To implement new and to review or discard, wholly or in part, old methods, procedures, materials, equipment, facilities and standards.

F. To assign and distribute work, to direct overtime work and to lay off personnel or reduce the work force in the event patient load requires such action.

G. To contract or sub-contract, including reassignment to non-bargaining unit District personnel, provided that with regard to any contracting or subcontracting out of work currently performed by employees in the bargaining unit that will result in the layoff of one or more current employees, the District will afford the Union the opportunity to meet and discuss alternatives to such layoff before the layoff becomes effective.

H. To designate and to assign all work duties and overlapping duties as the needs of the District and patient care require.

I. To introduce new duties and to review or add job classifications and duties within the unit.

J. To determine promotional opportunities and the need for and the qualifications of new employees, transfers, and promotions.

K. To discipline, suspend, demote or discharge an employee, subject only to the specific limitations imposed herein.

L. To determine the need for additional education courses, training programs, on-the- job training and cross-training, and to assign employees to such duties for periods to be determined by the District.

The exercise of any management prerogative, function or right which is not specifically modified by this Agreement is not subject to the grievance procedure, to arbitration, or as set forth above, to bargaining during the term of this Agreement, as long as none of those prerogatives, functions or rights violate the Public Employees Bargaining Act (PECBA).

#### **ARTICLE 4 STRIKES AND LOCKOUTS**

##### **Section 1. No Strike:**

As long as this Agreement remains in force, the Union or its members as individuals or as a group will not participate in any strike, work stoppage, slow-down or other restriction of work against the District. Violation of this Article shall fulfill just-cause requirements for disciplinary action under the provisions of Article 12 hereof.

##### **Section 2. Union Obligation:**

In the event of a strike, work stoppage, slow-down, picketing or other restriction of work in any form, either on the basis of individual choice or collective employee conduct during the life and duration of this Agreement, the Union will immediately, upon notification from the District, attempt to secure an immediate and orderly return to work.

##### **Section 3. No Lockout:**

There will be no lockout of employees in the unit by the District as a consequence of any dispute relating to the provisions of this Agreement.

#### **ARTICLE 5 NON-DISCRIMINATION**

The District and the Union jointly recognize that they are required by law not to discriminate against any person by reason of Union membership, or the absence thereof, the service as an officer or agent of the Union, age, race, religion, color, sex, national origin or ancestry, political affiliation or the presence of a physical or sensory handicap. Inasmuch as there are other means of redress available to any claim of discrimination relative to the above or related items, the parties agree that an alleged violation of the above shall not be considered as a violation of the terms of this Agreement.



## **ARTICLE 6 HOURS AND OVERTIME**

### **Section 1. Work Schedule:**

#### **A. Posting:**

The work week shall be consistent with the operating requirements of the District and recognizing the necessity for continuous service throughout the week, as determined by the District. Work schedules shall be as determined by the District based on the needs of patient care. The work shift shall consist of eight (8), ten (10) or twelve (12) hours per day or less. As it applies to the LPN's, CMA's, and CNA's working in the hospital, the monthly work schedules showing the employee's regularly scheduled shift, workdays and hours shall be posted at least fourteen (14) days prior to the start of the new schedule. Except for situations determined in the judgment of the District to be emergencies, changes in work schedules shall be posted at least seven (7) days prior to the effective date of any change. In case of emergencies or other conditions outside the control of the District, work schedules may be modified at the option of the District. In such cases, a reasonable attempt will be made to notify each employee affected as soon as practicable.

#### **B. Overtime**

- I. In the event overtime may be required, such as when additional duties are assigned temporarily in order to provide appropriate coverage, employees are encouraged to discuss with their respective supervisor whether overtime would be appropriate.
- II. Overtime for any hours after 12 ½ hours worked, per shift worked. This only applies to LPN's, CNA's and CMA's working at the hospital. However it is agreed that for all others, overtime for time worked after 40 hours in a week, will be credited at the rate of pay for which the time was actually worked (such as ambulance).
- III. Any need for overtime, will be discussed between the employee and his/her Department Head. The Department Head must approve any overtime for the department.
- IV. Housekeeping will be allowed to flex their schedule to work one week of 48 hours and one week of 32 hours. Overtime will be paid in excess of the eight (8) hours scheduled for each day.

#### **C. Shift Trades & Changes:**

Shift trades may be requested on the established District form. The shift trade request must also specify a reciprocal trade to take place within the same pay period. When a shift trade occurs, the employee not working the shift is not eligible to take vacation time for that shift. There will be no shift trades that result in overtime. There will be no employee requested shift changes to the current schedule that result in overtime.

#### **D. Flex Time:**

At the initiation of an employee or the District and only with the voluntary agreement of the other party, an alternative to the regularly scheduled day or work week may be worked. A flexed schedule may change the starting and/or ending time of one or more work days and may change the number of hours worked in a day or on several days. A flexed schedule shall not, however, change the total number of hours worked in the FLSA bi-weekly work period. Notwithstanding the requirements of Section A of this Article and of ORS 279.340, and as specifically allowed by ORS 279.342(5)(b), a flexed work schedule shall not result in the payment of overtime.

#### **E. Work Period:**

Each employee's 14-day FLSA pay period shall be annotated on his/her work schedule.

#### **Section 2. Rest Periods:**

All employees work schedules shall provide for a 15-minute rest period, measured from when the employee leaves the job to the time when the employee returns, during each one-half 8-hour or 10-hour shift. Rest periods shall be scheduled at or as near to as possible the middle of each one-half 8-hour or 10-hour shift or one-third of a 12 hour shift in which, three 15-minute rest periods shall be taken.

#### **Section 3. Meal Periods:**

All employees who are scheduled to work more than five (5) consecutive hours on a particular day shall be granted a minimum one-half (1/2) hour uncompensated meal period on that work shift unless the individual employee voluntarily agrees to waive the meal period. When any member of the nursing staff is not allowed to leave the building for a meal period they will be paid their regular wage for a 30 minute meal period. If they are able to leave the facility, they must clock out when they do so.

#### **Section 4. Overtime Distribution:**

Concerns about how overtime is distributed among the bargaining unit members will be discussed as they arise.

#### **Section 5. Call In:**

Employees called in due to an emergency or for other reasons shall be paid a minimum of two (2) hours pay at the applicable rate.

When an employee is called in for an activity that does not require him/her to work all of the above-specified two-hour minimum, the District shall have the right to assign alternative activities for the remainder of the two-hour period.

**Section 6. Shift Premium:**

LPNs, CNAs and CMAs shall receive a shift premium of \$1.20 per hour for all hours of any shift which ends between 8:00 p.m. and 2:00 a.m., and \$1.50 per hour for any shift which ends after 2:00 and before 8:00 a.m. Shift premiums shall only apply to overtime work of greater than 4 hours which is a continuation of the employee’s regular shift. Shift premium will not apply to paid leave time.

**Section 7. Reporting Time:**

Any employee who presents for work as scheduled and finds that their regular work duties are not available due to an ill provider , low census, or other unforeseen circumstances will be assigned work by the Department Head for one-half of the shift they were scheduled to work. The Department Head may also assign additional work hours as he/she deems fit. If no additional work is available and if approved by the Department Head, the employee may leave and use vacation time to make up the remainder of the shift.

**Section 8. Per Diem:**

Reimbursement for authorized mileage, meals and lodging shall be as outlined in Morrow County Health District Policy. (Policy Stat ID: 3262048)

**ARTICLE 7 VACATION TIME**

**Section 1: Accrual**

Upon completion of four months of their initial probationary service period as defined in Article 1, Section 2-C, an employee shall be credited with 0.088462 vacation hours for each hour worked.

<b>Employee Years</b>	<b>Hours Accrued For Each Hour Worked</b>	<b>Approximate Annual Hours</b>	<b>Approximate Annual Eight (8) Hour Days</b>
4 months to 5 years	0.088462	184	23
5 years to 10 years	.100000	208	26
10 years to 20 years	.119231	248	31
20 or more years	.138462	288	36

**Section 2: Vacation Time**

- A. Only those non-overtime hours that the employee is paid for shall count as hours-worked for purposes of vacation credit excluding call-time hours. The exception to this is holiday overtime hours worked.

- B. Vacation shall accrue to a maximum of 320 hours, after which all additional accumulated vacation shall be paid out per pay period.
- C. Employees shall use 72 hours of vacation per year in full day increments. Partial days will not count towards the 72 hours. For purposes of accrual and use of vacation, a fiscal year shall be defined as July 1st to the following year 30th of June.
- D. Probationary employees will not be paid their accumulate vacation if employment ceases prior to completion of their initial four (4) month probationary period.
- E. If scheduled vacation is cancelled by the District in the last quarter, the vacation can be rescheduled in the next quarter and will not be subtracted from the bank.

**Section 3: Vacation Time Donation**

In the event of a specific need, such as an urgent hardship or a family emergency, an employee may request a donation of vacation time from other employees within the District. In order to ensure that the process for vacation time donation is equitable, and to promote the responsible use of each employee’s vacation time, the following process will be followed for all vacation time donation requests.

- A. In order to request a vacation time donation, an employee must have no more than two weeks worth of vacation time accrued in his or her account.
- B. An employee must first speak with the Human Resources Director to request that a vacation time donation notice be posted.
- C. A notice of the vacation time request will be E-Mailed to each employee of MCHD
- D. The names of employees donating time will not be posted publicly or released to the beneficiary.
- E. Any employee desiring to donate time must do so in writing and submit the request to the H.R. Director. Employees may send an email or other written and signed request to the H.R. Director.
- F. Employees with less than 80 hours in their personal vacation bank will be ineligible to donate vacation time.
- G. Only one vacation time request may be posted for each unique qualifying event. Exceptions based on unforeseen circumstances can be made for each qualifying event.
- H. Employees may not donate more than 16 hours of vacation time per request.

The value of vacation time is based on the salary of the individual that earned the vacation time. Because all vacation time donations must retain their original value, the actual hours of vacation time received through a donation will be adjusted to reflect the value of the vacation time in relation to the salary of the donation recipient.

**Section 4. Vacation Time Request:**

Employees shall be permitted to request any accrued vacation as either a split or single period of time for a maximum of two (2) weeks unless otherwise approved. Whenever possible, consistent

with the District’s judgment as to the needs and requirements for vacation relief, employees may schedule their vacation. The District shall have the final determination of long-term vacation use based on operational considerations. An employee shall normally notify the District in writing of his/her rescheduling request no later than thirty (30) days prior to the start of the requested vacation. The District shall approve or deny such requests.

When conflicting vacation requests are received, vacation shall be scheduled on a first-request-received-has-priority basis for up to twelve (12) months prior to the first day of the requested vacation period. All long-term vacation time taken shall be treated as hours worked for purposes of computing overtime pursuant to Article 6, Section 1-B of this Agreement.

**Section 5. Holidays:**

Employees that are not required to work the holiday shall have the choice of using vacation for that day, or not using vacation for the day.

New Year’s Day	Labor Day
Martin Luther King Day	Veterans Day
President’s Day	Thanksgiving
Memorial Day	Friday After Thanksgiving
Independence Day	Christmas Day

Employees who work on the above-designated days shall be paid one and one-half (1 1/2) times their regular hourly rate according to the weighted average method for such work and may also take vacation for that day. No vacation used for above holidays by employees working will count toward overtime.

Holidays which fall during the initial probationary period of full-time employees who are not assigned to a patient care activity shall not result in a reduction in regular pay for the employee. All such days shall, however, be deducted from the employee’s initial grant of vacation time upon completion of the probationary period or if the employee fails to complete the probationary period, the time paid for but not worked shall be deducted from the employee’s final pay.

## ARTICLE 9 SICK LEAVE BANK

### Section 1. Accrual:

Employees shall be credited with .0333 hours of sick leave for each regularly scheduled hour worked (approximately one-half day per month for full-time employees) to a maximum of 960 hours (120 days).

### Section 2. Utilization of Sick Leave Bank:

Employees who have completed the initial probationary period of employment may use their Sick Leave Bank in the following manner:

#### **Sick Leave Use:**

- A. Unlimited use of accrued sick leave for any self-sickness, medical or medically-related appointments: doctor, dentist, vision, diagnostic testing, physical therapy, alternative medicine including licensed naturopath, chiropractor and acupuncturist, mental health appointments with a state licensed clinician. Employees are expected to schedule such appointments so as to minimize time lost from work; on non-work days when possible or at a time of day when least amount of work will be missed (a few hours to ½ day whenever possible).
- B. A total of eighty (80) hours of sick leave per fiscal year may be used for Family Member's Illnesses & injuries, and Serious Medical Conditions as defined by the Oregon Family Leave Act (OFLA) & the Family Medical Leave Act (FMLA) pending a doctor's certification, in addition to appointments related to those conditions.
- C. Once 80 hours of sick leave has been used for family members, additional time can be taken from the employee's Vacation bank. When no Vacation Time is available for use, the employee may use Sick Leave for the same family members for the same qualifying reasons.
- D. Certification of as Serious Medical condition must be completed and signed by the physician and turned into the Human Resources (HR) office. Employees need to contact the HR office for each period of leave longer than 3 days so that appropriate OFLA/FMLA determinations can be made.

#### **Family Members:**

- A. Family members are defined as spouse, parent, biological, adopted or foster child, parent-in-law, domestic partner, grandparent, grandchild, or any other family members living in the employee's household.

**Planned Sick Leave Events:**

- A. For planned surgeries, maternity leave and any other periods of leave known in advance, employees are required to give at least 30 days notice to their Department Head and the HR office whenever possible by completing a blue NOTICE OF INTENDED OFLA/FLMA LEAVE.

**Emergencies:**

- A. Notification of emergencies should be given to the employee's Department Head at the earlier possible time. The Department Head will notify the HR office.

**Section 3. Bereavement Leave:**

Bereavement leave will be in accordance with Oregon Family Medical Leave standards.

**Section 4. Termination:**

All sick leave benefits shall terminate and/or be forfeited upon termination of employment for any reason.

**Section 5. Limitations:**

No employee shall be entitled to sick leave pay while absent from duty due to the following causes:

- A. Sickness or disability sustained while on leave of absence without pay.
- B. Inability to properly perform required duties because of intoxication.
- C. Injury or illness for which the employee is eligible for industrial insurance benefits from an employer other than the District, except to the extent that sick leave may be used to supplement workers compensation to equal the employee's regular take home pay.

**Section 6. Medical Evaluation:**

Any employee returning to employment following an absence for medical reasons, whether sick leave was paid or not, as well as any employee who, while in the continuous employ of the District becomes unable to perform a significant portion of the duties of the position to which he/she is assigned, may, as a condition of returning to work or continued employment, be required to submit to an independent medical examination or evaluation to be conducted at the expense of the District.

If the employee so desires, such examination and/or evaluation shall be conducted by a physician who specializes in the specific area of concern of inquiry involved and shall be conducted outside the District. The District will reimburse the employee for necessary travel at the current IRS rate per mile

and for all reasonable costs for lodging and meals.

The District will not terminate any employee as a result of the evaluation as long as:

A. Suitable alternative work for which the employee is qualified can be located.

B. There is a likelihood of improvement in the employee's condition to the degree that employment with the District would be possible. In such cases, the employee may be placed upon a non-paid leave of absence.

**Section 7. Return to Work:**

Employees must have physician release to return to work after 4 (four) or more consecutive sick leave days.

**ARTICLE 10 PAID LEAVE**

**Section 1. Court Leave:**

All employees shall be granted leave with full pay, computed on the basis of eight (8) hours pay at the employee's regular straight-time hourly rate, any time they are required to report for jury duty or jury service. An eligible employee shall endorse any jury fee (excluding mileage and meal allowances) to the District as a condition to the receipt of jury pay. If an employee is excused or dismissed from jury duty or service prior to noon, he/she shall promptly report for work. Any employee required to appear in court as a witness, provided they are not a party in interest, shall also be subject to the above provision, provided that any employee appearing on behalf of an action against the District or on behalf of the Union shall receive such time off but shall not be compensated therefore.

**Section 2. Military Leave:**

Military leave shall be with or without pay as provided by applicable state or federal statute.

**ARTICLE 11 LAYOFF AND RECALL**

**Section 1. Layoff:**

In the event of a layoff of employees, selection of employees to be retained will be in accordance with the seniority within the affected job classification(s), provided that all part-time employees covered by this Agreement and working within such classification, regardless of seniority status, shall be laid off before full-time employees are subject to layoff, so long as the senior full-time employee(s) possess qualifications, aptitude and ability to perform the work equal to those of the employee(s) to be laid off.

Only in the event of a layoff shall employees have bumping rights. An employee displaced from



his/her job by reason of a layoff shall be entitled to bump or displace an employee in an equal or lower job classification, provided the displacing employee has greater District seniority and possesses qualifications, aptitude and ability to perform the work equal to the employee he/she displaces.

In the event the Union considers the District's above determination as to relative qualifications, aptitudes and abilities to have been arbitrary or in bad faith, it may submit that question as a grievance for handling in accordance with the grievance procedure, commencing at Step Two thereof.

**Section 2. Recall:**

In the event a layoff has occurred, employees will be recalled by classification in the reverse order of layoff. An employee who is laid off will remain on the laid-off list and be eligible for recall for twelve (12) months. The District shall notify a laid-off employee of a position opening(s) by certified letter, return receipt requested, at his/her address of record as maintained in the employee's personnel file. It shall be the employee's responsibility to insure that his/her current address is on file at the time the layoff occurs. Notification of any change of address following the date of layoff shall be in writing by certified mail to the District Administration. The laid-off employee shall personally notify the District Administration within seven (7) days or send by certified mail a letter of intent postmarked no later than seven (7) days from the date of receipt of such notification, indicating his/her acceptance or rejection of the position and have an additional fourteen (14) days the reform in which to begin active employment. If the employee cannot be reached at his/her address of record (return of certified letter), fails to respond within the allotted time or if he/she rejects any position offered to him or her, he/she shall forfeit all reemployment rights.

Employees who wish to waive reemployment rights may do so by written notification to the District.

Employees returning from layoff shall have previously accrued sick leave and seniority reinstated.

**ARTICLE 12 EMPLOYEE RIGHTS**

**Section 1. Discipline:**

A. Disciplinary action shall include the following:

1. Written reprimand.
2. Suspension.
3. Discharge.

Disciplinary action may be imposed upon any employee, in a progressive manner in the sequence specified above, or as may otherwise be deemed appropriate, for failing to fulfill his/her responsibilities as an employee. Conduct which tends to undermine confidence in the quality of patient care provided by the District, or which is a hindrance to the effective performance of the

District's functions, shall be considered just cause for disciplinary action. Such just cause may also include misconduct, inefficiency, incompetence, failure to follow job-related instructions, inability or unwillingness to work with certain classifications of patients, the willful giving of false, malicious or confidential information concerning the District, patients, or staff, or the withholding of information when making application for employment, or willful violation of District or departmental rules. Any disciplinary action imposed upon an employee shall be protested only as a grievance pursuant to Article 13 of this Agreement. All such grievances shall be filed at Step Two as the first step, within the time limit (10 days) allowed at that step. If the department head or other supervisor has reason to discipline an employee, he/she shall make reasonable efforts to impose such discipline in a manner that will not embarrass or humiliate the employee before other employees or the public.

B. If an employee's continued presence on the job would constitute a safety hazard to patients or other employees or a distraction to the work of other employees, the District may verbally suspend the employee without pay pending possible disciplinary action. However, if the employee is subsequently reinstated without having been disciplined, the period of suspension shall be with pay.

C. All employees, except probationary, covered by this Agreement shall be discharged only for just cause. The protest of the discharge of any employee shall be made only through the grievance procedure set forth in Article 13.

### **Section 2. Filing of Job Openings:**

Whenever there is a job opening (which is covered by this agreement) to be filled, notice of such opening will be posted on the work area bulletin board for a period of one (1) week to provide employees the opportunity to bid by written application on that job. The District may advertise the position simultaneously with the posting. Where in the supervisor's judgment relative qualifications, aptitude and ability to perform the work are equal between two or more applicants for the posted opening, the employee with the most District service shall be offered the position. In the event the Union considers the supervisor's selection to have been arbitrary or in bad faith, it may submit that question as a grievance for handling in accordance with the grievance procedure, commencing as Step Two thereof.

### **Section 3. Change in Job Assignment:**

Any employee who is promoted or assigned to a new job classification shall serve a four-month probationary assignment in such new classification. During such four-month period, the employee may be returned to his/her previous position without recourse to the grievance procedure or any other claim of a violation hereof. For benefit purposes, an employee who has transferred to a new position and has not completed probation in their prior position will be given credit for time worked in a benefit eligible position from the most recent hire date.

### **Section 4. Personnel Files:**

Each employee shall have the right to inspect his/her personnel file upon reasonable advance

notice. The District shall not introduce material into the personnel file that is of a substantially evaluative nature without providing a copy of such material to the employee. The employee shall have the right to submit a statement explaining his/her side of the story to any personnel file entry that he/she disagrees with. The employee shall have any disciplinary materials/documents removed from their Personnel file three (3) years after completion of last disciplinary resolution, upon request, if there has been no further disciplinary action.

**Section 5. Employee Resignations:**

As a condition of eligibility for a favorable reference for employment, an employee must have provided the District with at least fourteen (14) days written advance notice of resignation. For purposes of post-employment inquiries, any employee who has not provided such advance notice shall be included among those employees who were terminated not in good standing.

**Section 6. Step Advancement:**

Each employee shall serve four (4) months at Starting Step to qualify for advancement to Step 1 and serve twelve (12) months to qualify for advancement to each successive step on the wage schedule attached hereto with the exception of which are based on longevity. All such step advancements shall be subject to satisfactory performance; however, no employee shall be denied a step increase unless he/she was advised with written confirmation at least three (3) months prior to the date the increase was due to those areas where performance deficiencies exist and has failed to adequately correct the specified deficiencies thereafter. Denial of step increase shall not be for arbitrary or capricious reasons and shall be subject to the grievance procedure if the employee feels that such denial was arbitrary or capricious.

**Section 7. Pay Periods:**

Pay shall be bi-weekly and shall normally be available on the first Friday following the end of the bi-weekly pay period.

**Section 8: Vacation and Benefit Accrual**

The years of service used to calculate an employee's vacation time accrual rate will not change if a union member employed by the District assumes a different position within the organization, either voluntarily or involuntarily. Likewise, an employee who changes positions within the District will retain any accrued vacation time and sick leave. The employee must be working in a benefit eligible position in order to qualify for both vacation time and sick leave.

## **ARTICLE 13 SETTLEMENT OF DISPUTES**

### **Section 1. Grievance and Arbitration Procedure:**

Any dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement is defined as a grievance and shall be settled in the following manner:

#### **Step One:**

The affected employee or employee representative shall communicate the grievance verbally or in writing to the employee's most immediate supervisor not within the bargaining unit within fifteen (15) days of the occurrence of the grievance or employee's demonstrated first knowledge of same. The supervisor shall have ten (10) days in which to respond to the grievance.

#### **Step Two:**

If the grievance is not resolved at Step One, it shall within ten (10) days of the supervisor's response or within thirty-five (35) days of its occurrence or the employee's demonstrated first knowledge of same, if such is earlier, the grievance shall be submitted to the District Administrator. Such presentation shall be reduced to writing and shall specify the specific District action or lack of action which is the cause of the grievance, the specific article or articles and sections or paragraphs thereof alleged to have been violated and the remedy sought. The District Administrator will have fifteen (15) days in which to make a response in writing to the grievance.

#### **Step Three:**

If the grievance remains unresolved after completion of action at Step Two hereof, either party shall, within fifteen (15) days of the written response of the District under Step Two, have the right to have the matter submitted to final and binding arbitration by providing written notice to the other party of its intent to do so. The parties shall first attempt to select an arbitrator who is mutually acceptable. If within ten (10) days from the request for arbitration the parties are unable to agree upon an arbitrator, the Oregon State Conciliation Service shall be requested to submit a list of five (5) names. Both the District and the Union shall have the right to strike two (2) names from the list. The party requesting arbitration shall strike the first name and the other party shall then strike one name. The process shall be repeated and the remaining person shall be the arbitrator. The designated arbitrator shall set a time and place for hearing which is agreeable to both parties. The arbitrator shall be required to determine which of the parties prevailed in the grievance and shall bill all fees and expenses to the party that did not prevail. If several issues are in dispute, the arbitrator may determine which party prevailed on the various portions of the case and apportion fees and expenses accordingly. Each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim recording of the proceedings, it may cause such a record to be made, provided it pays for the record and makes a copy available without charge to the arbitrator. If the other party desires a copy, both parties shall jointly share the cost of the transcript and all copies. The arbitrator shall have authority to consider only a claim based upon a specific provision of this Agreement and shall have no authority

to add to, modify or detract from this Agreement. Any decision of the arbitrator within the scope of this Agreement shall be final and binding upon the parties.

**Section 2. Time Periods:**

The time periods specified in the Article may be extended or modified only by mutual written consent. Failure by the Union to comply with a specified time period shall constitute acceptance of the District's position in the matter. Failure by the District to comply with a specified time period shall constitute a rejection of the grievance at that step, thereby automatically moving the grievance to the next step.

**Section 3. Processing of Grievance:**

Employee will be paid for time spent during regular working hours meeting with District officials for the purpose of processing grievances or resolving contract administration issues, but will not be paid for meeting time that falls outside regular working hours. Time off with pay for the purpose of investigating or preparing grievances for arbitration or other third-party hearings will not be allowed. Time off without loss of pay will however be allowed when the District requires an employee to attend an arbitration or third-party hearing.

**Section 4. Determination of Merit:**

The provisions of this Article shall not be interpreted to require that the Union process any grievance through the grievance or arbitration procedure which it believes lacks sufficient merit.

**ARTICLE 14 NON-PAID LEAVE**

**Section 1. Child Care Leave:**

Leave for child care shall be provided for by applicable Oregon and federal laws. Any issue concerning such leave may be addressed as a grievance through Steps One and Two of the grievance procedure, but shall be pursued to Step Three or otherwise serve as the basis for a claim of violation of this Agreement.

**Section 2. Education Leave:**

Leave may be granted to employees who propose to take course work to attend seminars or conferences that would improve their value to the District for up to two (2) successive semesters for an employee with at least one (1) year of continuous service.

**Section 3. Medical Disability Leave:**

An employee with more than one (1) year of continuous service who has exhausted all available paid disability leave and vacation shall be eligible for up to a 6-month leave of absence if he/she can provide a doctor's certificate as to disability and further certification to the effect that he/she will be

sufficiently recovered at the conclusion of the leave period to return to work.

#### **Section 4. Workers Compensation:**

In the event of an on-the-job accident (Worker's Compensation covered) with the District, the employee shall be considered to be on a non-paid leave for the period of the temporary disability and shall be eligible for immediate reinstatement at the same classification and at the same rate of pay as he/she had at the time of the accident. This section shall not be construed so as to prevent the District from requiring such an employee to return to work in a limited duty capacity at an earlier date when such is approved by the Worker's Compensation carrier.

#### **Section 5. Leave Requests:**

Non-paid leave will normally be requested in writing not less than thirty (30) days in advance. Any employee who is on leave shall, as a condition of eligibility to return to work, provide written or personal notification to the District Administrator thirty (30) days prior to the date of the termination of the leave or their intent to return to work.

### **ARTICLE 15 SAVINGS CLAUSE**

Should any Article, Section or portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, or any administrative agency having jurisdiction over the subject matter, such decision shall apply only to the specific Article, Section or portion thereof, directly specified in the decision. Upon the issuance of any such decision, the parties agree to meet and confer at the request of either the Union or the District regarding a successor for such invalidated Article, Section or portion thereof. All other portions of this Agreement and the Agreement as a whole shall continue without interruption for the term thereof.

### **ARTICLE 16 ADDITIONAL BENEFITS**

#### **Section 1: Medical, Vision and Dental Insurance**

Effective through, June 30, 2020 the District will provide physical exams and basic lab work, at no charge, to employees covered by this Agreement and their spouses. Employees may contact the Pioneer Memorial Hospital laboratory or one of the District's clinics to receive a current list of covered lab work.

The maximum District contribution towards the cost of medical, vision and dental coverage will be:

- \$1,696.00 effective January 1, 2018 to December 31, 2018
- \$1,950.00 effective January 1, 2019 to December 31, 2019
- \$2,243.00 effective January 1, 2020 to December 31, 2020

## **Section 2. Life Insurance**

The District shall continue to provide regular part-time & full-time employees with at least \$25,000 term life insurance policy with partial dependent coverage, which shall include accidental death and dismemberment. Such employees shall also be provided coverage under a long-term disability plan which provides at least 60% of monthly income to a maximum of \$1,200 per month after a 6-month qualification period. Employees can refer to the current life insurance handbook for specific details.

## **Section 3. Part-Time Employees and New Employees:**

Regular part-time employees shall receive a prorated contribution towards the cost of the fringe benefits specified in this Article. The pro-rate shall be based upon the relationship of the part-time employee's hours worked in comparison to a 40 hour work week. Eligibility for insurance coverage shall commence upon the sixty (60th) day following hire and will begin on the first (1st) day of the following month.

## **Section 4. Retirement:**

The District provides a Section 401(a) retirement plan, in which a percentage of base pay is deposited quarterly into an investment account for each eligible employee. All regular part-time or full-time employees who have completed their initial probation by the last day of the quarter and are still employed as regular part-time or full-time on the last day of the quarter are eligible for participation. The District contribution to that plan shall be a minimum of five (5) percent, which may be increased by one percent (1%) per hundred thousand dollars of excess revenue according to Audited annual financial statements, to a maximum of 6 %.

The rate will be effective on January 1, 2018. The rate plan will be recalculated based on the Audited financials each January thereafter. Base pay shall include all regular hours worked and all benefit eligible hours used during the quarter, including PTO and sick leave. Overtime and call time/call back are excluded. The employee shall have the right to make additional contributions from his/her own pay to a Section 457 Deferred Compensation plan or other Tax Sheltered Annuity offered by the District, to the maximum extent allowed by law.

## **Section 5: Air Ambulance Membership**

The District will provide annual coverage for all benefit eligible employees and any household members as per the Air Ambulance company's policies.

## **Section 6. Tri-County Ambulance Membership.**

The District will provide annual coverage for all benefit-eligible employees and their eligible dependent family members covered by this Agreement.

## **ARTICLE 17 COMPENSATION**

### **Section 1. Wages:**

A. Employees shall be compensated in accordance with Appendix A, attached hereto and made a part of the Agreement. Appendix A will be changed to reflect the COLA increases effective July 1 of each year of this Agreement. The new wage scale will be effective the first full pay period following contract ratification. Employees shall be placed in the appropriate step based on their length of service in their position.

B. Effective upon signing of agreement employees shall be given a COLA increase of 3 % to 4.5%, based on the Bureau of Labor Statistics website, CPI-W All Items, 12 month % change as extracted during April of each year. That increase shall be effective July 1 of each year of this Agreement, beginning July 1, 2017.

Both the Union and management will utilize the Bureau of Labor Statistics website, CPI-W All Items, 12 month % change for determining each year's COLA increase.

C. All salary changes will be implemented in the pay period that includes July 1.

### **Section 2. Movement on Schedule:**

Employees shall be eligible for a step increase in accordance with Article 12, Section 6.

### **Section 3. Initial Placement:**

Newly hired employees shall normally be placed at the start step of the salary schedule. Additional steps may be granted for prior experience or qualifications.

### **Section 4. On-Call/Standby:**

Employees required to be on-call shall be compensated for all hours on such status at the following rates:

1<sup>st</sup> year of the contract \$3.50 per hour

2<sup>nd</sup> year of the contract \$4.00 per hour

3<sup>rd</sup> year of the contract \$4.50 per hour

Plus an additional \$1.00 per hour on District recognized Holidays.

### **Section 5. Longevity**

Longevity steps begin at step 5.

Part-time EMT's shall be compensated at the level on Appendix A equivalent to ½ of their total years of service to the District.



ARTICLE 18 DURATION

This Agreement shall become effective on the day of signing and shall remain in full force and effective through June 30, 2020. The parties agree to commence negotiations by January 31st of the year in which this Agreement expires. This Agreement shall be binding upon the parties and shall be binding upon any successor by assignment, merger, consolidation, transfer or otherwise of either party.

The parties recognize that the District is supported in part by funding from tax sources. Therefore, in the event a tax or expenditure limitation is adopted which negatively affects the revenue available to the District, or in the event the District fails to gain voter approval of a levy sufficient to support existing levels of service and also provide for additional expenditures to fund the wage increases provided for herein, the District may, by written notification, reopen negotiations as to wages and fringe benefits provided for herein. In the event such option to reopen is exercised, all other provisions contained herein shall be unaffected thereby and the wage rates and fringe benefit levels in effect upon the date the notice to reopen was sent and shall remain in effect until a successor is agreed to.

**Dated this 23<sup>rd</sup> day of March, 2017.**

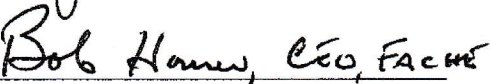
AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES,  
LOCAL 2479-1 AFL-CIO, AFFILIATED WITH  
AFSCME COUNCIL NO. 75

MORROW COUNTY HEALTH DISTRICT

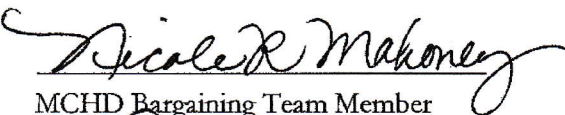
  
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AFSCME Council 75 Representative

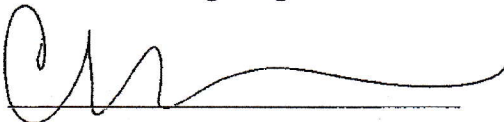
  
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MCHD Board Chairperson

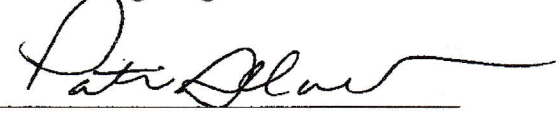
  
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Local 2479-1 Bargaining Team Member

  
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MHCD Bargaining Team Member

  
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MCHD Bargaining Team Member

  
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Local 2479-1 Bargaining Team Member

  
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MCHD Bargaining Team Member

**APPENDIX A**

Wages effective starting July 1, 2017 through June 30, 2018.

Includes 3.0% COLA

**3.0%**

		4 months	1YR 4MO	2YR 4MO	3YR 4MO	5YR 4MO	7YR 4MO	10YR 4MO	15YR 4MO	20YR 4MO	25YR 4MO	30YR 4MO
	START	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Housekeeper I	\$ 12.58	\$ 12.98	\$ 13.30	\$ 13.68	\$ 14.12	\$ 14.55	\$ 14.96	\$ 15.44	\$ 15.88	\$ 16.36	\$ 16.85	\$ 17.35
Housekeeper II	\$ 13.51	\$ 13.84	\$ 14.21	\$ 14.57	\$ 14.92	\$ 15.35	\$ 15.85	\$ 16.29	\$ 16.77	\$ 17.30	\$ 17.81	\$ 18.34
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dishwasher	\$ 11.13	\$ 11.46	\$ 11.77	\$ 12.01	\$ 12.37	\$ 12.75	\$ 13.12	\$ 13.51	\$ 13.93	\$ 14.36	\$ 14.79	\$ 15.23
Cook's Helper	\$ 12.27	\$ 12.55	\$ 12.94	\$ 13.26	\$ 13.58	\$ 13.98	\$ 14.42	\$ 14.83	\$ 15.27	\$ 15.73	\$ 16.21	\$ 16.70
Cook	\$ 13.51	\$ 13.84	\$ 14.21	\$ 14.57	\$ 14.92	\$ 15.35	\$ 15.85	\$ 16.29	\$ 16.77	\$ 17.30	\$ 17.81	\$ 18.34
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clerk I	\$ 12.06	\$ 12.40	\$ 12.76	\$ 13.02	\$ 13.39	\$ 13.80	\$ 14.20	\$ 14.64	\$ 15.08	\$ 15.53	\$ 16.00	\$ 16.48
Clerk II	\$ 13.74	\$ 14.11	\$ 14.46	\$ 14.79	\$ 15.15	\$ 15.60	\$ 16.06	\$ 16.55	\$ 17.04	\$ 17.56	\$ 18.09	\$ 18.61
Clerk III	\$ 16.16	\$ 16.59	\$ 16.87	\$ 17.28	\$ 17.67	\$ 18.18	\$ 18.75	\$ 19.30	\$ 19.87	\$ 20.49	\$ 21.10	\$ 21.72
Clerk IV	\$ 19.45	\$ 19.94	\$ 20.44	\$ 20.95	\$ 21.48	\$ 22.01	\$ 22.67	\$ 23.34	\$ 24.05	\$ 24.77	\$ 25.51	\$ 26.29
Transcriptionist	\$ 15.46	\$ 15.76	\$ 15.81	\$ 16.36	\$ 16.68	\$ 17.18	\$ 17.70	\$ 18.20	\$ 18.78	\$ 19.33	\$ 19.91	\$ 20.54
Clerk II w/Interpret	\$ -	\$ -	\$ 16.11	\$ 16.43	\$ 16.79	\$ 17.24	\$ 17.71	\$ 18.19	\$ 18.67	\$ 19.20	\$ 19.72	\$ 20.26
Laundry Aide	\$ 12.58	\$ 12.98	\$ 13.30	\$ 13.68	\$ 14.12	\$ 14.55	\$ 14.96	\$ 15.44	\$ 15.88	\$ 16.36	\$ 16.85	\$ 17.35
Info Tech Specialist	\$ 20.80	\$ 21.31	\$ 21.85	\$ 22.39	\$ 22.95	\$ 23.53	\$ 24.24	\$ 24.97	\$ 25.72	\$ 26.49	\$ 27.28	\$ 28.10
Maintenance	\$ 19.23	\$ 19.71	\$ 20.21	\$ 20.71	\$ 21.23	\$ 21.75	\$ 22.41	\$ 23.08	\$ 23.77	\$ 24.48	\$ 25.22	\$ 25.98
Maintenance II	\$ 21.02	\$ 21.41	\$ 21.77	\$ 22.16	\$ 22.53	\$ 23.20	\$ 23.89	\$ 24.62	\$ 25.36	\$ 26.12	\$ 26.89	\$ 27.69
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Med Assist Trainee	\$ 15.70	\$ 16.10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Med Assist I	\$ 16.19	\$ 16.68	\$ 17.15	\$ 17.70	\$ 18.19	\$ 18.77	\$ 19.31	\$ 19.88	\$ 20.52	\$ 21.12	\$ 21.74	\$ 22.38
Lab Assist Trainee	\$ 15.70	\$ 16.10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lab Assistant	\$ 16.19	\$ 16.68	\$ 17.15	\$ 17.70	\$ 18.19	\$ 18.77	\$ 19.31	\$ 19.88	\$ 20.52	\$ 21.12	\$ 21.74	\$ 22.38
CNA	\$ 14.68	\$ 15.03	\$ 15.38	\$ 15.71	\$ 16.12	\$ 16.60	\$ 17.10	\$ 17.62	\$ 18.13	\$ 18.66	\$ 19.23	\$ 19.81
CNA II	\$ 15.24	\$ 15.58	\$ 15.93	\$ 16.27	\$ 16.68	\$ 17.16	\$ 17.65	\$ 18.19	\$ 18.69	\$ 19.22	\$ 19.80	\$ 20.37
CMA/RA	\$ 16.05	\$ 16.26	\$ 16.63	\$ 17.01	\$ 17.41	\$ 17.93	\$ 18.48	\$ 19.02	\$ 19.65	\$ 20.18	\$ 20.79	\$ 21.38
Home Health Aide	\$ 16.05	\$ 16.26	\$ 16.63	\$ 17.01	\$ 17.41	\$ 17.93	\$ 18.48	\$ 19.02	\$ 19.65	\$ 20.18	\$ 20.79	\$ 21.38
Central Supply	\$ 16.76	\$ 17.15	\$ 17.50	\$ 17.88	\$ 18.24	\$ 18.81	\$ 19.35	\$ 19.93	\$ 20.55	\$ 21.16	\$ 21.79	\$ 22.44
LPN	\$ 19.93	\$ 21.04	\$ 22.06	\$ 22.57	\$ 22.91	\$ 23.60	\$ 24.31	\$ 25.04	\$ 25.80	\$ 26.57	\$ 27.36	\$ 28.19
Basic EMT - FT	\$ 18.67	\$ 19.17	\$ 19.63	\$ 20.13	\$ 20.62	\$ 21.14	\$ 21.77	\$ 22.42	\$ 23.10	\$ 23.80	\$ 24.50	\$ 25.25
Inter. EMT - FT	\$ 21.48	\$ 22.02	\$ 22.58	\$ 23.14	\$ 23.71	\$ 24.31	\$ 25.04	\$ 25.80	\$ 26.57	\$ 27.36	\$ 28.19	\$ 29.03
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0	0	0
Basic EMT - Volunteer			\$ 14.60	Transports \$15, Refusals \$10 per occurrence								
Intermediate EMT - Volunteer			\$ 16.55									