

1 **ARTICLE XX – WAGES AND OTHER PAY PROVISIONS**

2
3 9.1 The salary schedules for employees in the bargaining units are shown in Appendix III.

4
5 9.2 Hire-in Rates – Registered Nurses. Hire-in rates for new nurses covered by this Agreement
6 shall be on the basis of year for year credit for applicable experience.

7
8 Applicable experience shall be defined as clinical nursing experience in an acute care
9 setting, ambulatory care setting, home health agency or equivalent health care experience
10 without a break in nursing which would reduce the level of nursing skills or nursing
11 experience comparable to that required in the position for which the nurse is being hired, in
12 the opinion of the Associate Administrator for Patient Care Services. Participation in a
13 nursing education program does not count as year for year credit and does not constitute a
14 break in nursing experience. Equivalent international nursing experience is counted as
15 applicable experience.

16
17 In the event an RN new hire has previous LPN experience, s/he shall receive credit based
18 on the above definition on the basis of two (2) years of LPN experience to equal one (1)
19 year of RN experience.

20
21 Health Care Specialists. Applicable experience shall be defined as clinical experience in an
22 acute care setting, ambulatory care setting, home health agency or equivalent health care
23 experience without a break which would reduce the level of skills or experience comparable
24 to that required in the position for which the HCS is being hired, in the opinion of the
25 Associate Administrator for Patient Care Services or designee. Participation in an education
26 program does not count as year for year credit and does not constitute a break in
27 experience. Equivalent international experience is counted as applicable experience.

28 In the event a HCS new hire has previous medical/nursing/health care experience, s/he
29 shall receive credit based on ~~criteria that will be developed in the HCS JLM to determine a~~
30 ~~consistent and applicable experience credited~~ the above as determined by the Employer.

31
32 9.3 Periodic Increments (Salary Step Increments). Annually the salary of employees covered
33 by this Agreement will be increased by one step on the employee's periodic increment date
34 until the employee has reached the top step of the appropriate salary range. For purposes
35 of periodic salary step increases, the periodic increment date will be determined as follows:

36
37 (a) The first of the current month for actions occurring between the first and the fifteenth
38 of the month; or,

39
40 (b) The first of the following month for actions occurring between the sixteenth and the
41 end of the month.

42
43 When a leave of absence without pay exceeds ten (10) working days in any calendar month
44 ~~or eighty (80) hours, or exceeds ten (10) consecutive working days~~, the periodic increment
45 date will be extended by one (1) month. Leaves of absence for Worker's Compensation,
46 military service, as a result of a cyclic year position, or for the purpose of formal collective
47 bargaining sessions, will not alter the periodic increment date.

1
2 When an employee returns from layoff status, the periodic increment date will be
3 reestablished and extended by an amount of time equal to the period of layoff to give
4 credit for time served in a salary step prior to layoff.

5 When a periodic increment date coincides with a promotional date, the appointment to a
6 new salary range, and/or a market adjustment, the periodic increment date will be applied
7 first.

8 Recruitment/Retention Compensation. The Employer may increase the salary of
9 classifications that are experiencing recruitment/retention problems.

10 12.1 Shift Premium. Employees assigned to work the second (3:00 pm – 11:00 pm) shift shall
11 be paid a shift differential in accordance to Appendix III Salary Schedules and Premiums
12 over the hourly contract rates of pay. Employees assigned to work the third shift (11:00
13 pm – 7:00 am) shall be paid a shift differential in accordance to Appendix III Salary
14 Schedules and Premiums over the regular rate of pay. Employees shall be paid shift
15 differential on second or third shift if the majority of hours are worked during the
16 designated shift.

17
18 An employee permanently assigned to second (evening) or third (night) shift will receive
19 the shift premium assigned to that shift. An employee who is temporarily assigned, within
20 the employee's FTE, to another shift with a lower shift rate will receive the higher shift rate
21 if the temporary assignment is not greater than five (5) consecutive working days.

22
23 An employee who is on paid leave will receive the shift premium assigned to the
24 employee's permanent schedule.

25
26 This section shall have no effect on the Airlift Northwest bargaining unit; current practice
27 shall apply.

28
29 12.2 Charge Nurse Pay. Nurses meeting the definition of Charge Nurse in Article 6.6 shall
30 receive charge nurse pay.

31
32 Substitute Lead Pay. Employees in the Professional/Technical and RT/AT/END
33 bargaining units will receive Substitute Lead Pay when assigned to act in that role.

34
35 Weekend Social Worker Coordinator. Social Workers shall receive Weekend Coordinator
36 Pay when assigned to that role.

37
38 ~~All premiums are in Appendix III – Salary Schedules and Premiums.~~

39
40 12.3 Standby Premium. Off-duty standby assignments shall be determined in advance by
41 supervision. Volunteers will be used for standby assignment when practicable. ~~Standby~~
42 ~~premiums for employees placed on standby off the hospital premises are in Appendix III~~
43 ~~– Salary Schedules and Premiums.~~
44 _____

1 12.4 Employees required to restrict their off-duty activities in order to be immediately
2 available for duty when called, will be compensated for time spent in standby
3 status. An employee called to work will be paid at time and one-half (1-1/2) and shall
4 be paid for a minimum of two and one half (2 ½) hours..Call Back—From Standby. Any
5 time actually worked in call back from standby shall be compensated at the rate of time
6 and one-half (1-1/2) the regular rate of the employee concerned and shall be paid in
7 addition to any compensation for standby. When called back, the employee shall receive
8 premium pay for a minimum work period of two and one-half hours (2-1/2).
9

10 Call Back —Not From Standby. When an employee has left the institution grounds and is
11 called to return to work outside of regularly scheduled hours to handle emergency
12 situations which could not be anticipated, he/she shall receive pay for time actually worked.
13 Time worked shall be compensated at time and one-half (1-1/2) and shall be paid for a
14 minimum of two and one half (2 ½) hours. Time worked immediately preceding the regular
15 shift does not constitute call back, provided time worked does not exceed two hours or
16 notice of at least eight hours has been given. An employee on standby status called to
17 return to the work-station does not qualify for call back pay.
18

19 12.5 Temporary Assignment to a Higher Position. Whenever an employee is temporarily
20 assigned in writing by the Employer to regularly perform the principal duties of a higher
21 level position for a period of five or more scheduled working days within the employee's
22 standard work period as specified in Article XX7, Section XX2, he/she shall be
23 compensated at a salary which represents a two-step increase beyond the employee's
24 current step for such period of assignment. Said increase shall be paid beginning with the
25 first day and to include the days working such assignment. Such assignments must be by
26 mutual agreement.
27

28 12.6 Modality Pay – Professional Technical Bargaining Unit (does not apply to Cardiac and
29 Vascular Sonographers)

- 30 1. Modality Pay 1 - For staff actively participating in a new training program for a new
31 modality.
- 32 2. Modality Pay 2 - For staff assigned to conduct examinations/studies in a modality other
33 than that described in the current classification of the position. For two modalities
34 where the employee is scheduled for at least 40% in the second modality, the premium
35 pay will be for all hours worked. Where the employee is scheduled for less than 40%
36 in the second modality, the premium will apply for all hours worked in a shift.
- 37 3. Modality Pay 3 - for staff assigned as a preceptor to other staff.
38

39 12.7 Float Pay. Employees assigned to work outside the department(s) to which they were
40 hired and for which they are part of the departmental staffing plan will receive float pay.
41

42 Social Worker License Pay: License Pay in the amount of one dollar and fifty cents (\$1.50) per
43 hour will be provided to all Social Workers who are licensed by the State of Washington as an
44 Advanced Social Worker or Independent Clinical Social Worker. License Pay will be provided
45 on the first available pay period after the Social Worker has provided proof of licensure to the
46 appointing authority or designee.
47

APPENDIX III – SALARY SCHEDULES AND PREMIUMS

- 1
2
3 A. Effective July 1, ~~2017~~2015, each classification represented by the Union will continue to
4 be assigned to the same Pay Table and Salary Range as it was assigned on June 30,
5 ~~2017~~2015. Effective July 1, ~~2017~~2015, each employee will continue to be assigned to the
6 same Salary Range and Step that he or she was assigned on June 30, ~~2017~~2015 unless
7 otherwise agreed. Employees who are paid above the maximum for their range on June
8 30, 2017 will continue to be paid above the maximum range on July 1, 2017 unless
9 otherwise agreed.
10
11 B. If the contract is ratified by July 10, 2017, Effective July 1, 2017, all Salary Ranges
12 described in Section A above will be increased by two percent (2%). This increase will be
13 based upon the salary schedule in effect on July 30, 2017. If the contract is not ratified by
14 July 10, 2017, the effective date of this section will be the first available pay period after
15 ratification as determined by the Employer.
16
17 C. Effective July 1, 2018, all Salary Ranges described in Section A above will be increased
18 by an additional two percent (2%). This increase will be based upon the salary schedule
19 in effect on January 1, 2018.
20
21 D. Effective January 1, 2019, all Salary Ranges described in Section A above will be
22 increased by an additional two percent (2 %). This increase will be based upon the salary
23 schedule in effect on July 1, 2018.
24
25 E. Employees who are paid above the maximum for their range on the effective date of the
26 increase described in B and C above will not receive the specified increase to their current
27 pay unless the new range encompasses their current rate of pay.
28
29

30 **PREMIUMS**

31
32 **Registered Nurse Bargaining Unit/ALNW Bargaining Unit**

34 Evening shift differential	\$2.50
35 Night shift differential	\$4.00
36 Standby Pay	\$4.00
37 Weekend	\$4.00
38 Preceptor	\$1.50
39 Certification	\$1. 00 25
40 Float premium (Does not apply to ALNW unit)	\$3.75
41 Charge	\$2.25

42
43 **Social Worker and Health Care Specialist Bargaining Units**

45 Evening shift differential:	Social Worker Unit	\$1.50
46	Health Care Specialist Unit	\$2.50

47

1	Night shift differential: Social Worker Unit	\$2.25
2	Health Care Specialist Unit	\$4.00
3		
4	Standby pay:	\$3.00
5		
6	Weekend: Social Worker Unit	\$1.50
7	Health Care Specialist Unit	\$4.00
8	Preceptor: Social Worker 1	\$1.50
9	Health Care Specialist Unit	\$1.50
10		
11	Social Worker Weekend Coordinator:	\$2.00
12	License pay: Social Worker Unit	\$1.50
13	<u>Certification Pay: Health Care Specialist Unit</u>	<u>\$1.25</u>

14
15 **Professional/Technical Bargaining Unit**

16		
17	Evening shift differential:	\$1.50
18	Night shift differential:	\$2.25
19	Standby pay:	\$3.00
20	Weekend:	\$1.50
21	Certification:	\$1.00 <u>\$25</u>
22	Substitute lead:	\$2.00
23	Modality Pay 1	\$1.25
24	Modality Pay 2	\$1.50
25	Modality Pay 3	\$1.75

26
27 **Respiratory Care Practitioner / Anesthesiology Technician / END Technologist**
28 **Bargaining Unit**

29		
30	Evening shift differential:	\$1.50
31	Night shift differential:	\$2.25
32	Standby pay:	\$3.00
33	Weekend:	\$1.50
34	Substitute lead	\$2.00
35	Certification Pay	\$1.00 <u>\$25</u>
36	Preceptor	\$1.50

37
38 **Pharmacy Technical Bargaining Unit**

39	Standby pay:	\$3.00
40	Evening shift differential:	\$1.50
41	Night shift differential:	\$2.25
42	Weekend:	\$1.50

43
44 Move Articles 6.7 and 6.8 to this Article

1
2 Health Care Specialists: Advanced Registered Nurse Practitioners and Physician
3 Assistants, certified in a specialty area by a national organization and working in that area
4 of certification, shall be paid a premium provided the particular certification has been
5 approved by the Associate Administrative, or designee. The certification must be
6 renewable with ongoing continuing education in the specialty area. The employee is only
7 eligible to receive certification pay if their certification is germane to their current clinical
8 area of practice. This determination is the role of the Administrator or designee.

9
10 A certified employee is eligible for only one certification premium regardless of other
11 certifications the employee may have. At least one (1) year of work experience as a Health
12 Care Specialist is required prior to eligibility. Certified employees will notify their respective
13 Supervisor/Manager in writing as well as nurse recruiting at the time certification is received,
14 providing a copy of the original certification document. Certification pay will be effective the
15 first full pay period after the date documentation is received by the Supervisor/Manager.
16 The employer reserves the right to determine if the certifying body is in good standing for
17 the purpose of certification pay.
18