

Lead Nuclear Medicine Technologist
Lead Ultrasonography Technologist
Neurovascular Technician
Vascular Lab Technologist

Grade T22

Lead Vascular Lab Technologist

Grade T23 – Adding \$6 to each step of the scale (effective 07/25/2019)
Perfusionist

**Appendix G
Skilled Nursing Facility Employee Salaries**

Section 1.

Section 2. — Lead pay will be paid to an employee when the normal manager or supervisor is absent or the employee has been assigned lead responsibilities and lead responsibilities are not part of the employee's existing job description. Lead pay differential shall be one dollar and fifty cents (\$1.50) per hour for all hours worked in that assignment.

Section 3. — Charge pay will be paid to an RN or an LPN working in the Skilled Nursing Facility who has been assigned by the normal manager/supervisor the responsibility of charge nurse. Charge pay shall be two dollars (\$2.00) per hour for all hours worked in that assignment.

Section 4. — Shift Differential shall be: _____

_____ Pay Grades L00 through L09

- a.) — \$ 1.40 per hour for the evening shift; and
- b.) — \$ 1.70 per hour for the night shift.

_____ Pay Grades L10

- a.) — \$ 2.05 per hour for the evening shift; and
- d.) — \$ 3.55 per hour for the night shift.

Section 5. — In addition to the base pay, trainer payment of two dollars (\$2.00) per hour shall be paid for all time in excess of one (1) hour that an employee is assigned preceptor/training duties.

Section 6. — In addition to the base pay, preceptor payment of two dollars and fifty cents (\$2.50) per hour shall be paid for all time that an employee is assigned to preceptor duties.

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~~Section 7. — Effective the first pay period following ratification of this Agreement, float Pool employees will be paid a differential of two dollars (\$2.00) per hour for all hours paid as a float pool employee.~~

~~Section 8. — The right to begin new employees in the above Step 1 through Step 5, based on the Employer's assessment of that employee's prior related experience, is reserved to the Employer.~~

~~Section 9. — Increases to Step 2 through Step 5 shall occur on the first day of the payroll period following the appropriate anniversary date of the employee's assignment to that Step.~~

~~Section 10. — Increases to Step 6 through Step 9 shall occur on the first day of the payroll period following the employee's eighth (8th), twelfth (12th), sixteenth (16th), and twentieth (20th) anniversary date, respective of continuous service for the Employer.~~

~~Section 11. — When an employee is demoted he/she shall change wage levels, but remain in the Step to which he/she was assigned at the time of such transfer. Such employees will continue to move up in Steps as provided for above.~~

~~Section 12. — When an employee is promoted, he/she shall be placed in the appropriate step which will not be less than five percent (5%) or more than a ten percent (10%) increase and will not be less than Step 1 for the new job. If there is more than one step in the five percent (5%) to ten percent (10%) range, the employee will be placed at the highest step. Such employees will continue to move up in Steps as provided in Sections 8. and 9. above. Except that employees who are in Step 6 through 9 shall only move back one Step upon receiving a promotion. After such promotion, these employees will be advanced as follows:~~

- ~~a.) — The employee with twenty (20) years of service will advance to Step 9 one (1) year from the date of promotion.~~
- ~~b.) — The employee with sixteen (16) years of service will advance to Step 8 and one (1) year from the date of promotion.~~
- ~~c.) — The employee with twelve (12) years of service will advance to Step 7 one (1) year from the date of promotion.~~
- ~~d.) — The employee with at least eight (8) years of service but less than twelve (12) years will advance to Step 6 one (1) year from the date of promotion and to Step 7 upon reaching twelve (12) years of continuous service.~~

~~If an employee attains the years of service to advance to the next longevity Step during the "one (1) year" referred to above, the employee will remain at his/her current Step for the remainder of the year. Once the year has been completed, the employee will move to the Step on the wage scale that corresponds with his/her years of service.~~

~~Section 13. — If an employee is floated to an area, and works in a job title that is at a higher grade than the position they are floating from, they will be paid at the higher grade at his/her current step on the wage scale for all hours worked in that capacity.~~

~~Section 14. — Paycheck errors of three (3) hours of pay or more will be corrected with a supplemental check upon request within two (2) business days.~~

~~Section 15. — The job titles listed below are intended to classify and identify employees who work a majority of time on the titled job. The Employer may during the term of this Agreement create new jobs or combine or eliminate existing jobs. When new or combined jobs are created, the Employer will, after discussion with the Union, assign that job to one of the wage levels listed in Section 1. If the Union disagrees with the wage level set by the Employer, it may file a grievance at Step 2 of the grievance procedure provided it does so within twenty (20) calendar days from the date on which the new rate is set and announced. If the grievance proceeds to arbitration, the arbitration shall be limited to the placement of such new or combined jobs in one of the wage levels listed in Section 1. Employees assigned to the new job will be paid at the rate set by the Employer and if the rate is changed as a result of the grievance such changed rate shall be retroactive to date the employee began to receive the rate set by the Employer. All new or combined jobs shall be posted in accord with the Job Bidding and Transfers Article of this Agreement.~~

Job Titles:

~~(L00) SNF 0~~

~~Long Term Care Sitter~~

~~(L01) SNF 1~~

~~Environmental Service Aide — SNF~~

~~Nutritional Service Worker — SNF~~

~~(L02) SNF 2~~

~~Laundry Attendant~~

~~(L03) SNF 3~~

~~Certified Nurse Assistant — SNF~~

~~Cook Assistant — SNF~~

~~Rehabilitation Aide — SNF~~

EFFECTIVE 07/01/2020

~~(LO3A) SNF 3~~

~~Long Term Care Sitter~~

~~Environmental Service Aide — SNF~~

~~Nutritional Service Worker — SNF~~

~~Laundry Attendant~~

~~Certified Nurse Assistant — SNF~~

~~Cook Assistant — SNF~~

~~Rehabilitation Aide — SNF~~

~~(L04) SNF 4~~

~~Activities Assistant—SNF~~

~~(L05) SNF 5~~

~~Unit Secretary—SNF~~

~~(L06) SNF 6~~

~~Cook—SNF~~

~~(L07) SNF 7~~

~~Dietary Technician~~

~~(L08) SNF 8~~

~~Licensed Practical Nurse—SNF~~

~~(L09) SNF 9~~

~~Respiratory Therapist~~

~~(L10) SNF 10~~

~~Staff Nurse—Skilled Nursing Facility~~