APPENDIX B – CERTIFICATION, RCAP, AND CLINICAL LADDER

A. Certification differential: A nurse clinician who meets the requirements of this section shall receive a two dollars and seventy-five (2.75) cents three dollar ($3.00) per hour certification differential.

1. The nurse clinician must have a current nationally recognized certification on file with Home Health and Hospice for the area where the nurse clinician works a significant number of hours. The certification differential will be paid beginning with the first full pay period following the nurse’s clinician’s submission of the certification or proof of certification (e.g. positive exam result), and will not be paid retroactively, unless the employer unreasonably delays processing the certification. If the nurse clinician allows their certification to expire, eligibility for the certification differential will cease beginning with the first full pay period following the expiration date of the certification, unless the nurse clinician submits proof to Home Health and Hospice of certification renewal before that date. If the proof is submitted to Home Health and Hospice after that date, the certification differential will be resumed beginning with the first full pay period following the submission. For non-nurse clinicians, the certification differential will be paid retroactive to ratification for all clinicians who have a certification on file with Home Health and Hospice as of ratification of the agreement or who submit proof of certification within 30 days of ratification of the agreement.

2. A nurse clinician will be deemed to have worked a significant number of hours in the area if at least one-half of the nurse clinician’s hours worked are in that area. Home Health and Hospice may, in its discretion, determine that some lower proportion of hours worked in an area qualifies as a significant number of hours worked for the purposes of this section.

3. Only one certification and one certification differential will be recognized at a time for the purposes of this section.

4. On the recommendation of the PNCC relevant Professional Care Committee or otherwise, Home Health and Hospice may, in its discretion, specify
areas and certifications. There shall not be less than one certification recognized for each area covered by this Agreement, including but not limited to the following:
<table>
<thead>
<tr>
<th>Area</th>
<th>Certification</th>
</tr>
</thead>
</table>
| Home Health Nurses | ANA Medical/Surgical Nursing  
National Oncology Nurses Society  
Diabetes Nurse Educators’ Association  
ANA Gerontology  
Certified Neuro Registered Nurse  
Mental Health  
Cardiovascular Nursing  
Hospice and Palliative Care  
ANCC Pain Management Nurse  
Certified Continence Care Nurse |
| Hospice Nurses     | Hospice and Palliative Care  
American Board of Nursing Specialties  
National Oncology Nurses Society  
ANA Gerontology |
| Physical Therapists| Certified Lymphedema and Wound Therapist (CLWT)  
Vestibular Rehabilitation Certification  
Certification for OASIS Specialist-Clinical (COS-C)  
Certification in Orthopedic Manual Therapy (COMT)  
American Board of Physical Therapy Specialties:  
  • Cardiovascular and Pulmonary  
  • Clinical Electrophysiology  
  • Geriatrics  
  • Neurology  
  • Oncology  
  • Orthopaedics  
  • Women’s Health  
  • Wound Management |
| Occupational Therapists | Geriatrics (BCG; Skills2Care)  
Physical Rehabilitation (BCPR)  
Neurology (NDT; CBIS)  
Certification in Lymphedema Therapy (CLT)  
Hand Therapy (CHT)  
Low Vision (CLVT)  
Women’s Health (PRPC)  
Home Accessibility (CAPS; CLIPP) |
| Speech Language Pathologists | Certification in Lymphedema Therapy (CLT)  
Certified Dementia Practitioner (CDP)  
Certified Brain Injury Specialist (CBIS)  
Academic of Neurologic Communication Disorders and Sciences (ANCDS)  
ASHA Board Certifications Relevant to the Home Health Setting (as determined by the Professional Therapy Care Committee) |
| Social Workers     | Advanced Palliative Hospice Social Worker-Certified (APHSW-C) |
| Bereavement Counselors | Fellow in Thanatology (FT) |
B. **Required Wound Ostomy Nurse Certification:** In addition to certification pay for any optional certification identified in Section A, Wound Ostomy Nurses will receive a three dollar ($3.00) per hour certification differential for obtaining and maintaining their required certification as a Certified Wound Care Nurse and Certified Ostomy Care Nurse.

C. **American Speech-Language Hearing Association (ASHA) Certificate of Clinical Competence:** Home Health and Hospice will reimburse the cost of obtaining and renewing the Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP) for each Speech Language Pathologist.

D. **Nursing Clinical Ladder Program:** The Nursing Clinical Ladder program existing as of ratification of this agreement will continue in its entirety for the duration of this Agreement except as modified herein. The compensation for Levels II, III, and IV are, respectively, $2.00, $3.50, $5.25 per hour; and the program will be subject to termination or other modification only upon agreement of the parties or in accordance with Article 19, Duration and Termination, of this Agreement.

E. **Social Worker & Bereavement Counselor Clinical Ladder Program:** No later than 45 days following ratification, the parties will create a committee of three (3) Association representatives and three (3) Management representatives charged with drafting a charter and review criteria for a Social Worker & Bereavement Counselor Clinical Ladder Program. Clinicians will be paid for time spent on this committee. The charter of the Program will be consistent with the terms of this Agreement. The Program will be operational and accepting applicants no later than 120 days following ratification. The program will be subject to termination or any other modification only upon agreement of the parties or in accordance with Article 19, Duration and Termination, of this Agreement. The compensation for Levels II, III, and IV will be, respectively, $2.00, $3.50, $5.25 per hour.

F. **Rehab Clinical Advancement Program (RCAP):** The RCAP program in existence as of ratification of this agreement will continue in its entirety for the duration of this Agreement except as modified herein. RCAP will be available to all full-time, part-time, and per diem Physical Therapists, Occupational Therapists, and Speech Language
Pathologists. The compensation will be $3.50 per hour (0-4 years on RCAP) and $5.25 per hour (5+ years on RCAP). The program will be subject to termination or other modification only upon agreement of the parties.

F. Additional Education Leave: Nurses Clinicians approved for, and participating at Level II, III, or IV of the Clinical Ladder Program, or who have been approved and receive payment for a Certification Differential, shall be eligible for 8 hours of paid education leave annually, in addition to those hours to which the nurse clinician might otherwise be entitled pursuant to Article 13.E.1., as follows:

1. Level II: 8 hours
2. Level III, IV, RCAP, or Certification: 24 hours

G. Educational Expense Reimbursement.

1. Home Health and Hospice will reimburse nurses clinicians for the fee(s) (such as exam or application fees) associated with obtaining both required and approved certifications (as described in this Appendix), once the nurse clinician successfully obtains the certification(s) or recertification(s).

2. Nurses Clinicians approved for, and participating at Level II, III, or IV of the Clinical Ladder Program, or who have been approved and receive payment for a Certification Differential (“Certified Nurses Clinicians”), shall be eligible for the following amounts, in addition to the expense reimbursements they may otherwise qualify for pursuant to Article 13 and subparagraph (1) above, to defray the cost of registration and attendance in connection with the additional paid educational leave set forth in paragraph C above:

   (a) Clinical Ladder Level II or Certification: $300
   (b) Clinical Ladder Level III: $600
   (c) Clinical Ladder Level IV or RCAP: $700
(d) Certified Nurses or Level II or III: up to two hundred and fifty dollars ($250.00).

(b) Level IV Nurses only: $350.

G. Educational Leave for WOCN Society Annual Conference: Each Wound Ostomy Nurse will have paid education leave available to attend the duration of the WOCN Society Annual Conference at least every other year. No Wound Ostomy Nurse will be denied access to this education leave if they are eligible. Each Wound Ostomy Nurse will be reimbursed by PHHH for the full expense of attendance at the WOCN Society Annual Conference at least every other year should they choose to attend. Full expenses include registration, flight, hotel, and meals for the duration of the Conference. In any year where a Wound Ostomy Nurse utilizes paid educational leave to attend the WOCN Society Annual Conference, that Wound Ostomy Nurse will not be eligible to utilize the pool of 1365 available education hours as described in Article 13.