

## APPENDIX A

A. The following are the step rates of pay of all ~~nurses~~ clinicians employed under the terms of this Agreement, and will be effective the first full pay period that includes the date listed: **(See attachments)**

~~Effective upon the pay period including 1/1/2019: 2.75% across the board increase.~~

~~Effective upon the pay period including 1/1/2020: 2.50% across the board increase.~~

~~Effective upon the pay period including 1/1/2021: 2.50% across the board increase.~~

~~Effective upon the pay period including 1/1/2022: 2.50% across the board increase.~~

### **B. Step Placement into CWON and Non-Nurse Clinician Wage Scales**

**1. CWONs and non-nurse clinicians in the bargaining unit will be placed on the step scale reflecting their years of experience, which was determined using the date of their Oregon licensure. PHHH will post the determined years of experience for the CWONs and non-nurse clinicians. Any clinician who believes they were improperly placed will have a one time opportunity for 30 days after PHHH posts the years of experience to inform human resources and to provide supporting documentation. Human resources will review their submission and make appropriate adjustments. The effective date for implementing such an adjustment will be the second full pay period following the determination of all requests.**

**2. Contract Year One - Effective the second full pay period following the date of ratification of this agreement, all WCONs and represented Non-Nurse Caregivers shall be placed on the appropriate step on the wage grid based upon their assigned total years of experience as of the date of ratification of the agreement, subject to the following limitations:**

**a. No Employee shall receive a wage decrease as a result of placement on the wage grid.**

**b. No Employee shall receive a wage increase of greater than 3 steps as a result of placement on the wage grid.**

**2. Contract Year Two - Effective the first full pay period following January 1, 2024, all WCONs and represented Non-Nurse Caregivers shall be placed on the appropriate step on the wage grid based upon their assigned total years of experience, subject to the following limitations:**

**a. No Employee shall receive a wage decrease as a result of placement on the wage grid.**

**b. No Employee shall receive a wage increase of greater than 4 steps as a result of placement on the wage grid.**

**3. Contract Year Three - Effective the first full pay period following January 1, 2025 all WCONs and represented Non-Nurse Caregivers shall be placed on the appropriate step on the wage grid based upon their assigned total years of experience.**

**4. Clinicians whose years of experience would place them at a lower wage rate will be red circled and remain at their current wage rate until their placement on the scale would move them above this rate.**

Social Workers and Bereavement Counselors will continue to be paid on a salaried, exempt basis. Their annual salary will be the hourly rate listed below multiplied by 2080 hours, then multiplied by FTE.

B. Clinicians' compensation shall be computed on the basis of hours worked.

C. **Upon the completion of their fifth year of employment on Step 25 with PHHH, clinicians will receive a lump-sum bonus of \$2,000, prorated per FTE status when the year is completed. Eligible clinicians will receive this bonus every other year within three pay periods following the completion of the year.**

~~Effective on the later of the date specified in A.1 above or the initial date of the first full pay period beginning after ratification of this Agreement, nurses who have been continuously employed by Home Health and Hospice or another Providence Health &~~

~~Services employer as a registered nurse for at least thirty (30) years will be paid a one-time lump-sum bonus, as follows, on the pay period following completion of the 30th year:~~

~~Full-Time nurses (as of the paydate): — \$1,800~~

~~Part-Time nurses (as of the paydate): — \$1,200~~

~~Nurses who have been continuously employed as a registered nurse by Home Health and Hospice or another Providence Health & Services employer for at least thirty (30) years, and who completed their 30th year prior to the ratification date of this contract and have not previously received a 30th year bonus, will be paid the one-time lump-sum bonus referenced in the first full pay period after providing notice to the employer of eligibility for the bonus. Nurses must provide notice within 90 (ninety) days after ratification of this agreement to be eligible for this bonus.~~

D. Non-exempt Charge Nurses Clinicians shall be paid for hours worked in such position a differential of **four** ~~three dollars and fifty cents (\$4.00 3.50)~~ per hour in addition to their applicable hourly rate of pay. The Charge Nurse Clinician differential shall be paid exclusively for hours worked and shall not be included in any other form of compensation or benefits. Social Workers working in the Hospice Triage Social Work function will be paid the Charge Clinician differential as a \$32.00 per day bonus or \$4.00 per hour for per diem Social Workers.

E. Shift differentials:

1. Nurses Non-exempt clinicians qualify for shift differentials ~~are scheduled for shifts~~ according to the following:

Shift	Majority of scheduled hours are between:
Day	7 a.m. and 3 p.m.
Evening	3 p.m. and 11 p.m.
Night	11 p.m. and 7 a.m.

2. Nurses Clinicians qualifying ~~scheduled~~ for evening and night differentials ~~shifts~~ shall be paid, in addition to their applicable rates shown above, the following shift differentials:

Evening shift: Effective on the later of the date specified in A.1 above or the initial date of the first full pay period beginning after ratification of this Agreement: ~~\$3.10~~ \$3.50 per hour.

Night shift: Effective on the later of the date specified in A.1 above or the initial date of the first full pay period beginning after ratification of this Agreement: ~~\$5.90~~ \$6.20 per hour.

3. A ~~Nurse~~ Non-exempt Clinician who works daily overtime shall be paid shift differential, if any, for such overtime hours, according to the nurse's scheduled shift for that workday. However, if a nurse works two (2) or more hours of daily overtime in a workday, the applicable shift differential for such daily overtime hours shall be the higher of (a) the shift differential of the nurse's scheduled shift or (b) the shift differential of the shift in which the majority of such overtime hours are worked. For purposes of (b) in the preceding sentence, the day shift is considered to be 7 a.m. to 3 p.m., the evening shift 3 p.m. to 11 p.m., and the night shift 11 p.m. to 7 a.m.

F. Credit for prior experience: A newly hired ~~Nurse~~ Clinician may be hired at any Step, but not less than the Step number that corresponds with the number of years of the ~~Nurse's~~ Clinician's completed related experience as outlined in the chart below. For purposes of this paragraph, related experience means employment as a ~~Nurse~~ Clinician of an accredited acute care hospital(s) and/or home health or hospice, or any other relevant experience, ~~during the immediately preceding five (5) years~~. A completed year of experience under this section is any year in which the ~~Nurse~~ Clinician performed twelve hundred (1,200) hours of the related work. **PHHH Home Health and Hospice** may, in its discretion, place a newly hired experienced ~~Nurse~~ Clinician at a higher step rate of pay. **Clinicians hired at a step rate higher than their years of experience will remain at their hired step rate until they accrue the years of experience needed to advance to the next step.**

Step 1 =	Less than 1 year of completed, related experience
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Step 2 =	1 year of completed, related experience
Step 3 =	2 years of completed, related experience
Step 4 =	3 years of completed, related experience
Step 5 =	4 years of completed, related experience
Step 6 =	5 years of completed, related experience

G. A per diem Nurse Clinician, and a Nurse Clinician who is regularly scheduled for less than twenty (20) -four (24) hours work per week will be paid a differential of four dollars (\$4.00) per hour in lieu of receiving PTO, ~~EIT~~, and insurance benefits. A per diem nurse who has been continuously employed in a position in the bargaining unit for thirty (30) years or more will be paid a differential of six dollars (\$6.00) per hour in lieu of receiving PTO, ~~EIT~~, and insurance benefits.

H. Standby/On-call -- A Nurse Non-exempt Clinician in the Home Health Program who is scheduled to be on standby on-call ~~for telephone triage services and/or home visits~~ shall be paid \$4.50 ~~\$3.75~~ per hour on-call. Documented time spent on telephone services during an on-call shift shall be paid at time-and-one-half the Nurse's Clinician's straight-time rate of pay as shown in Appendix A; if the Nurse Clinician provides telephone services during an on-call shift, the minimum payment for these services will be the greater of the time spent in providing the services or one (1) hour. If the Nurse Clinician is called to make one or more home visits during an on-call shift, the Nurse Clinician shall be paid a minimum of three (3) hours at time-and-one-half the Nurse's Clinician's straight-time rate of pay as shown in Appendix A for working during the on-call shift.

I. A Nurse Clinician temporarily assigned to a higher position shall be compensated for such work at no less than the minimum rate of pay applicable to the higher position for the duration of the assignment ~~if such assignment lasts for a period of four (4) hours or more.~~

J. Merit Raises -- The Association recognizes this contract to be the minimum standards of employment. This contract should not be construed to limit management's right to reward or incentivize an individual Nurse's Clinician's performance over and above the prescribed conditions called for in this Agreement.

K. A Nurse Clinician will ordinarily progress to the next year's step rate of pay under A above (for example, Step 2 to Step 3) on the later of (1) the anniversary of the nurse's last such step placement or (2) upon completion of 700 hours compensated at straight-time rates or above. Such anniversary date will be extended by the length of any leave of absence, since the Nurse's Clinician's last step placement, of more than 30 days.

L. Weekend differential:

1. Effective upon ratification of this Agreement, a regular Nurse non-exempt Clinician will be paid a weekend differential of \$10.00 per hour worked on a weekend shift which is part of a schedule under which the Nurse Clinician has agreed to work at least 16 weekend shift hours every weekend and is doing so at **PHHH's** Home Health and Hospice's request. If not requested by **PHHH** Home Health and Hospice, a Nurse Clinician may waive this differential in writing using a form agreed to by the Association and **PHHH** Home Health & Hospice.

2. A per diem clinician Nurse will be paid a weekend differential of \$6.00 per hour worked on a weekend shift which exceeds two (2) weekend shifts worked in a schedule period, excluding weekend shifts worked as a result of trades. A per diem clinician Nurse may waive this differential by requesting in writing to be scheduled at least 8 weekend shifts in that schedule.

3. A weekend shift is defined as a shift whose scheduled beginning time is within a 48-hour period commencing at 12:01 a.m. Saturday, or for night shift employees, the beginning of the night shift closest thereto. **To be clear, this means:**

**a. For Home Health any shift on Saturday and/or on Sunday.**

**b. For Hospice as:**

**i. Any night shift that begins: (1) on Friday and ends on Saturday or (2) begins on Saturday and ends on Sunday.**

**ii. Any day or evening shift that ends on Saturday or begins on Sunday.**

4. For hours worked on a weekend shift when the nurse is not eligible for the weekend differential specified in either 1 or 2 above and is not eligible for time and one-half or greater pay under any provision of this Agreement, the nurse will be paid a weekend differential of ~~\$1.75~~ ~~\$1.25~~ per hour worked. Exempt Clinicians will be paid the weekend differential as a \$50.00 per weekend day bonus.
5. No weekend differential will be paid for any unworked hours or for any hours to which the incentive shift differential applies under N below.
6. ~~Nurses~~ Non-exempt Clinicians who work the different weekend shift start time as defined in Article 5.I. are eligible for an additional “staggered shift differential” of \$4.00 per hour, for hours worked on the shift with the different weekend shift start time.

M. Extra Shifts and Incentive Shifts:

1. A regular ~~Nurse~~ non-exempt Clinician will be paid an incentive shift differential of \$18.00 per hour (\$19.00 per hour on weekend shifts) for all hours worked per pay period in excess of the number of the ~~Nurse's~~ Clinician's regularly scheduled hours (including regularly scheduled weekend hours) for the pay period when such excess hours result from the ~~Nurse's~~ Clinician's working an extra shift designated in advance as an incentive shift by Home Health and Hospice. For the purposes of the preceding sentence, regularly scheduled hours actually worked, regularly scheduled hours not worked because of the application of Article 5, Hours of Work, Section O N, and regularly scheduled hours not worked because Home Health and Hospice has required attendance at a specific education program, will be counted as regularly scheduled hours worked for the pay period. Hours worked in determining eligibility for this incentive shift differential will not include hours worked as a result of trades or of being called in to work while on standby on-call.
2. A per diem ~~Nurse~~ Clinician will be paid an incentive shift differential, in the applicable amount specified in the preceding paragraph, for all hours worked in excess of 48 in the pay period when such excess hours result from the nurse's working extra shift(s), designated in advance as an incentive shift by **PHHH**

~~Home Health and Hospice.~~ For the purposes of the preceding sentence, hours actually worked, hours not worked because of the application of Article 5, Hours of Work, Section Q N, and hours not worked because **PHHH** ~~Home Health and Hospice~~ has required attendance at a specific education program, will be counted in determining eligibility for this incentive shift differential. Hours worked in determining eligibility for this incentive shift differential will not include hours worked as a result of trades or of being called in to work while on standby on-call.

3. If, before the cutoff date for schedule requests, a regular non-exempt or per diem Nurse Clinician notifies the person responsible for staffing ~~her/his~~ their ~~patient care~~ **clinical** unit that the Nurse Clinician will be available to work a particular shift(s) as an extra shift(s), the ~~Nurse(s)~~ Clinician(s) will be given preference for assignment to work the shift(s) if it is open, in the following order: (a) regular Nurses Clinicians, in order of their seniority, who would not become eligible for payment of overtime rates in connection with working the extra shift; (b) per diem Nurses Clinicians, in order of their seniority, if the ~~nurse's~~ Clinician's total hours worked are expected to be 48 or fewer hours in the pay period; (c) regular Nurses Clinicians, in order of their seniority; and (d) per diem Nurses Clinicians, in order of their seniority, if the ~~Nurse's~~ Clinician's total hours worked are expected to be in excess of 48 hours in the pay period.

4. If, on and after the cutoff date for schedule requests, a regular non-exempt or per diem Nurse Clinician notifies the person responsible for staffing ~~her/his~~ their ~~patient care~~ **clinical** unit that the Nurse Clinician will be available to work a particular shift(s) as an extra shift(s), the ~~Nurse(s)~~ Clinician(s) will be given preference for assignment to work the shift(s) if it is open, in the order in which the notifications are received. However, if two or more Nurses Clinicians give such notification on the same date and at least 36 hours before the shift's starting time, the ~~Nurse(s)~~ Clinician(s) will be given preference for assignment to work the shift(s) if it is open, in the following order: (a) regular Nurses Clinicians, in order of their seniority; and (b) per diem Nurses Clinicians, in order of their seniority.

5. Paragraphs 3 and 4 establish preferences when extra shift work is actually assigned in the circumstances described in those paragraphs, it being

understood that there is no guarantee that all Nurse Clinician requests for extra shift work will be granted.

6. A Nurse Clinician who is assigned to work a particular shift under paragraphs 3 or 4, and who does not work the shift as assigned, will not be given preference under those paragraphs for the next schedule period.

7. If a regular Nurse's Clinician's FTE status is reduced or a regular Nurse Clinician changes to per diem status, the incentive shift differential will be payable to the Nurse Clinician only for incentive shifts worked after the completion of 26 full pay periods following the Nurse's Clinician's FTE reduction or change in status.

8. A weekend shift has the same definition as under L above.

9. No incentive shift differential will be paid for any unworked hours.

N. Preceptor differential. A Nurse non-exempt Clinician assigned as a preceptor will be paid a differential of ~~three~~ four dollars ~~(\$4.00)~~ ~~(\$3.00)~~ per hour worked as a preceptor. An exempt Clinician will receive the preceptor differential as a \$32.00 per day bonus. A preceptor is a Nurse Clinician who is designated by ~~her/his~~ their nurse Clinical Manager to: **(1)** assess the learning needs of a Nurse Clinician, **(2)** plan the Nurse's Clinician's learning program, **(3)** implement the program, **(4)** provide direct guidance and supervision to the Nurse Clinician during the program, and, **(5)** in conjunction with the nurse Clinical Manager and/or designee, evaluate the Nurse's Clinician's progress during the program. This differential will be paid to Nurses Clinicians who perform all of these duties for a student Nurse Clinician who is part of a program specifically designed without a faculty member from the program present in Home Health and Hospice. This differential will not be paid for any unworked hours or for any hours when the Nurse Clinician is not working as a preceptor. In assigning Nurses Clinicians to precept other Nurses Clinicians, nurse Clinical Managers will give preference to those Nurses Clinicians who have successfully completed a preceptor training course provided approved by Home Health and Hospice.

O. Use of personal vehicle: ~~Nurses~~ Clinicians will be reimbursed for use of their personal automobiles for required or approved work purposes, at the IRS, nontaxable mileage rates, representing the costs of operating an automobile for business use, at the rate in effect at the time of the travel.

P. Parking: ~~Nurses~~ Clinicians will be reimbursed for the cost of parking necessary in the course of work, except that traffic and parking citations and fines are the responsibility of the ~~Nurse~~ Clinician and are not reimbursable. ~~Home Health and Hospice will announce the Parking Committee meetings with dates, times and locations at least two weeks in advance, and allow open attendance by bargaining unit nurses. All suggestions made to the Parking Committee will receive a written or verbal response within 30 days.~~