

1 **APPENDIX B – CERTIFICATION, RCAP, AND CLINICAL LADDER**

2 A. ~~Certification Bonus: A clinician who meets the requirements of Section A shall~~
3 ~~receive a certification bonus up to \$6,250. The first payment will be made in December~~
4 ~~after the clinician receives and provides the approved certification to PHHH. The first~~
5 ~~certification bonus will be prorated according to the time worked after the receiving and~~
6 ~~providing approved certification to PHHH. Thereafter, the certification bonus will be~~
7 ~~paid annually. The certification bonus will be pro-rated per FTE status. For Per Diem~~
8 ~~clinicians the certification bonus will be pro-rated according to the FTE status they~~
9 ~~would have had based upon the average number of hours per week they worked that~~
10 ~~year.~~

11 **Certification differential: A clinician who meets the requirements of this section shall**
12 **receive a of three dollars (\$3.00) per hour certification differential.**

13 1. The clinician must have a current nationally recognized certification on file
14 with PHHH for the area where the clinician works a significant number of hours.
15 The certification **differential** bonus will be paid beginning with the first full pay
16 period following the clinician’s submission of the certification or proof of
17 certification (e.g. positive exam result), and will not be paid retroactively, unless
18 the employer unreasonably delays processing the certification. If the clinician
19 allows their certification to expire, eligibility for the certification **differential** bonus
20 will cease unless the clinician has a different approved certification or obtains a
21 **new approved certification and beginning with the first full pay period following**
22 **the expiration date of the certification, unless the clinician** submits proof to PHHH
23 of such certification. **If the proof is submitted to PHHH after that date, the**
24 **certification differential will be resumed beginning with the first full pay period**
25 **following the submission. For non-nurse clinicians, the certification differential will**
26 **be paid retroactive to ratification for all clinicians who have a certification on file**
27 **with PHHH as of ratification of the agreement or who submit proof of certification**
28 **within 30 days of ratification of the agreement.** ~~within 30 days of the other~~
29 ~~certification expiring renewal before that date. If proof of certification is submitted~~
30 ~~to PHHH between 30 and 90 days after expiration, then the certification bonus~~
31 ~~will be reduced, on a prorated basis, by the entire time the clinician did not have~~

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~~an approved certification. If proof of certification is not submitted to PHHH within 90 days of expiration, then the clinician will no longer be eligible to receive a certification bonus and will need to restart the process to become eligible to receive a certification bonus in the future. 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.~~

2. A clinician will be deemed to have worked a significant number of hours in the area if at least one-half of the clinician’s hours worked are in that area.

PHHH 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 PCC or otherwise, PHHH 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:

Area	Certification
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

Area	Certification
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: <ul style="list-style-type: none"> • 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)

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Required 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. Any other clinician who is required to obtain or maintain a certification will receive a three dollar (\$3.00) per hour certification differential in addition to any optional certification differential.

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

5 D. Nursing Clinical Ladder Program: The Nursing Clinical Ladder program existing
6 as of ratification of this agreement will continue in its entirety for the duration of this
7 Agreement, the compensation for Levels II, III, and IV are, respectively, \$2.00, \$3.50,
8 \$5.25 per hour; and the program will be subject to termination or other modification only
9 upon agreement of the parties or in accordance with Article 19, Duration and
10 Termination, of this Agreement.

11 E. ~~Social Worker & Bereavement Counselor Clinical Advancement Program: No~~
12 ~~later than 45 days following ratification, the parties will create a committee of three (3)~~
13 ~~Association representatives and three (3) Management representatives charged with~~
14 ~~drafting a charter and review criteria for a Social Worker & Bereavement Counselor~~
15 ~~Clinical Advancement Program. Clinicians will be paid for time spent on this committee.~~
16 ~~The charter of the Program will be consistent with the terms of this Agreement. The~~
17 ~~Program will be operational and accepting applicants no later than 120 days following~~
18 ~~ratification. The program will be subject to termination or any other modification only~~
19 ~~upon agreement of the parties or in accordance with Article 19, Duration and~~
20 ~~Termination, of this Agreement. The compensation for the Clinical Advancement~~
21 ~~Program will be available to all social workers and bereavement counselors working 0.8~~
22 ~~FTE or greater. The compensation will be paid as a bonus for 1.0 FTE – Biannual~~
23 ~~\$2,800, Total Annual \$5,600; for 0.9 FTE – Biannual \$2,600, Total Annual \$5,200; for 0.8~~
24 ~~FTE – Biannual \$2,400, Total Annual \$4,800.~~ **Social Worker & Bereavement Counselor**

25 **Clinical Ladder Program: No later than 45 days following ratification, the parties will**
26 **create a committee of three (3) Association representatives and three (3) Management**
27 **representatives charged with drafting a charter and review criteria for a Social Worker &**
28 **Bereavement Counselor Clinical Ladder Program. Clinicians will be paid for time spent**
29 **on this committee. The charter of the Program will be consistent with the terms of this**
30 **Agreement. The Program will be operational and accepting applicants no later than 120**
31 **days following ratification. The program will be subject to termination or any other**
32 **modification only upon agreement of the parties or in accordance with Article 19,**

1 **Duration and Termination, of this Agreement. The compensation for Levels II, III, and IV**
2 **will be, respectively, \$2.00, \$3.50, \$5.25 per hour.**

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4 ~~F. Rehab Clinical Advancement Program (RCAP): The RCAP program in existence~~
5 ~~as of ratification of this agreement will continue in its entirety for the duration of this~~
6 ~~Agreement except as modified herein. RCAP will be available to all Physical Therapists,~~
7 ~~Occupational Therapists, and Speech Language Pathologists working 0.8 FTE or~~
8 ~~greater. The program will be subject to termination or any other modification only upon~~
9 ~~agreement of the parties or in accordance with Article 19, Duration and Termination, of~~
10 ~~this Agreement. The compensation will be paid as a bonus for 1.0 FTE – Biannual~~
11 ~~\$2,800, Total Annual \$5,600; for 0.9 FTE – Biannual \$2,600, Total Annual \$5,200; for 0.8~~
12 ~~FTE – Biannual \$2,400, Total Annual \$4,800. **Rehab Clinical Advancement Program**~~
13 **(RCAP): The RCAP program in existence as of ratification of this agreement will**
14 **continue in its entirety for the duration of this Agreement except as modified herein.**
15 **RCAP will be available to all full-time, part-time, and per diem Physical Therapists,**
16 **Occupational Therapists, and Speech Language Pathologists. The compensation will be**
17 **\$3.50 per hour (0-4 years on RCAP) and \$5.25 per hour (5+ years on RCAP). The**
18 **program will be subject to termination or other modification only upon agreement of the**
19 **parties.**

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21 G. Additional Education Leave: Clinicians approved for, and participating ~~III, or IV of~~
22 ~~in a the Nursing Clinical Ladder Program or **RCAP** a Clinical Advancement Program , or~~
23 ~~who have been approved and receive payment for a Certification **Bonus Differential,**~~
24 ~~shall be eligible for ~~8 hours of~~ paid education leave annually in addition to those hours~~
25 ~~to which the clinician might otherwise be entitled pursuant to Article 13.E.1, as follows:~~

- 26 **1. Clinical Ladder Level II: 8 hours**
27 **2. Level III, IV, RCAP, or Certification: 16 hours**

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29 H. Educational Expense Reimbursement.

- 30 1. PHHH will reimburse clinicians for the fee(s) (such as exam or application
31 fees) associated with obtaining **both required and optional** approved certifications

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1 (as described in this Appendix), once the clinician successfully obtains the
2 certification(s) or recertification(s).

3 2. Clinicians approved for, and participating in ~~the Nursing~~ a Clinical Ladder
4 Program or ~~a~~ **the** Clinical Advancement Program, or who have been approved
5 and receive payment for a Certification ~~Bonus~~ **Differential** shall be eligible for
6 reimbursement up to ~~\$300~~ **the following amounts** in addition to the expense
7 reimbursements they may otherwise qualify for pursuant to subparagraph (1)
8 above, to defray the cost of registration and attendance in connection with the
9 additional paid educational leave set forth in paragraph E above.

10 (a) **Clinical Ladder Level II or Certification: \$300**

11 (b) **Clinical Ladder Level III: \$600**

12 (c) **Clinical Ladder Level IV or RCAP: \$700**