Appendix A – Wages

- Wage tables as attached:
  - RN scale is PPMC RN scale, adjusted to account for Resident (PPMC) = Step 1 (PHHH)
  - PT scale is PT scale offered by PHHH 8/10/2023
  - OT scale is PT scale offered by PHHH 8/10/2023
  - SLP scale is PT scale offered by PHHH 8/10/2023
  - CSWA scale is CSWA scale offered by PHHH 8/10/2023
  - LCSW scale is ONA proposal 8/11/2023
- Newly represented clinicians’ step placement adjusted for additional experience (beyond estimate based on licensure date) by 1/1/2024 pay period if documentation of additional experience is submitted by ratification.
- 14% per diem differential for non-nurse clinicians; retain $4.00/$6.00 for per diem nurses
- $20/hr extra shift differential as designated by PHHH.
- Newly represented non-nurse clinicians:
  - **Year 1**
    - Add 3% to current base hourly rate and place each clinician on nearest step on wage grid at or above that amount within 2 pay periods following ratification.
    - Clinicians who are below the appropriate step based on years of experience based on this initial placement, will be moved up half of the number of steps (rounded up) that they are behind their appropriate placement (e.g. a clinician with 30 years of experience who would be placed at Step 20 after applying the 3% increase will be placed at step 25) no later than January 1, 2024.
  - **Year 2**
    - First full pay period in July 2024—3.75% ATB
    - First full pay period in July 2024 – Any clinician whose current placement on the wage scale is below the appropriate step based on their years of experience will be moved to the appropriate step based on their years of experience.

To avoid wage inversion through July 1, 2024: If PHHH hires a clinician with equivalent or fewer years of professional experience than a clinician of the same discipline currently at a lower step placement than the new clinician will be hired onto, PHHH must increase the step of the more experienced current clinician to at least the step placement of the newly hired clinician effective the start date of that clinician.

**Retro Payment**

- Retroactive Pay lump sum for those clinicians who were certified as bargaining unit members on April 24, 2023, as follows: apply 3.0% to wages based on hours paid from April 24, 2023, through the pay period before initial wage step placement, less any applicable withholdings. The bonus will be paid no later than the fourth pay period following ratification. Payment is contingent upon the caregiver being actively employed at the time of ratification and at the time of payment. Payment will be made within 4 pay periods following ratification. Retro pay elements will include those listed in the table below.
  - Admin Leave Paid
  - Bereavement
  - Callback/ Callback OT
  - Callback Minimum & OT
  - Company SickSafe
  - Education Inservice
  - Education Leave
  - Education Mandatory/ OT
  - Education Outside
  - Education Training/ OT
  - Holiday Worked OT
- Jury Duty
- Meetings/ OT
- Orientation/ OT
- Overtime Base including daily
- PTO
- Regular Time

- Nurses (including CWONs):

  **Year 1**
  - CWONs placed at appropriate step based on years of experience no later than two pay periods following ratification

  **Year 2**
  - First full pay period in January 2024—3.0% ATB

**Retro Payment**

Retroactive Pay lump sum for RNs (including CWONs), less applicable withholdings, from January 1, 2023 through the pay period before wage rate adjustments. Payment is contingent upon the caregiver being actively employed at the time of ratification and at the time of payment. Payment will be made within 4 pay periods following ratification. Retro pay elements will include those listed in the table below.

- Admin Leave Paid
- Bereavement
- Callback/ Callback OT
- Callback Minimum & OT
- Company SickSafe
- Education Inservice
- Education Leave
- Education Mandatory/ OT
- Education Outside
- Education Training/ OT
- Holiday Worked OT
- Jury Duty
- Meetings/ OT
- Orientation/ OT
- Overtime Base including daily
- PTO
- Regular Time

**Appendix B – Certification, RCAP, and Clinical Ladder** – Agreement Pending Discussion of Exempt Social Worker RCAP Payment Structure

**Article 3 – PTO** – PHHH Proposal 09.06.2023 Except:

- Year 1: 20 hours loaded into PTO bank (pro-rated per FTE status) within 1 pay period of ratification
- Year 2: 20 hours loaded into PTO bank (prorated per FTE status) on January 1, 2024

**Letter of Agreement on Productivity and MOU Workforce Scheduling and Staffing Committee** – PHHH LOA on Productivity plus ONA Supposal on MOU SC-2 08.11.2023

**Article 8 – Health and Welfare** – PHHH 09.06.2023 Proposal

**Article 19 – Duration and Termination** – Two Year Agreement

*Contingent upon contract tentative agreement and ratification. If supposal isn’t accepted and ratified, bargaining position reverts to prior bargaining position.

All ULPs and grievances will be resolved according to their merits per their respective dispute resolution processes.